

CROWSNEST LAKE BIBLE CAMP

Volunteer Staff Application Package

2012

CONTENTS

PART 1: things to read, understand, and give prayerful thought to3 - 13

Introduction3

CLBC Mission Statement3

CLBC Statement of Faith3

What we are looking for3

The Hands and Feet of Evangelism & Discipleship:

mobilizing people in their pursuit of Christ5

Prayer5

Christlikeness5

COMITY – Consider Others More Important Than Yourself5

Living Beyond the Rules – pursuing God’s standards6

PEICC Partners7

CLBC Staff Code of Conduct8

CLBC Lifestyle Policy12

CLBC Harassment & Abuse Policy (not yet available)n/a

PART 2: forms to complete and send to the camp office 14 - 26

CLBC Volunteer Staff Screening Policy & Procedures 13

Application form 15

General Information16

Faith Journey17

Christian ministry experience17

Personal17

Prayer team20

Lifestyle & Volunteer agreements21

Health record23

PART 3: things that need to be passed on to others for them to complete27 - 32

Confidential Reference forms (3)24

Consent Letter for Criminal Record Check (will be sent to you later)..... n/a

INTRODUCTION

CLBC MISSION STATEMENT

Crowsnest Lake Bible Camp Association is an autonomous, evangelical, faith ministry dedicated to bringing glory to God by responding to the needs of the whole person according to the Biblical principles of evangelism and discipleship through offering programs in a camp setting.

CLBC STATEMENT OF FAITH

We believe the Biblical scriptures to be verbally inspired in the original manuscripts, without error, the complete revelation of God and of His will for the salvation of man, and the divine and final authority for all Christian faith, doctrine and life.

This belief presupposes that there is indeed one eternal God who inspired the Scriptures to reveal His existence, character, actions, and purpose.

We believe that God sent His Son, Jesus, to die for our sins and that He was buried and was raised to life on the third day. All those who believe in Him receive forgiveness and eternal life.

We believe that all should accept, strongly hold, and practice everything taught in the Bible, but do not insist that all respond uniformly to any specific teaching; believing that to so insist is at best redundant and has strong potential to be divisive.

WHAT WE ARE LOOKING FOR

As we work together to achieve the goals outlined in our Mission Statement; there is a **quality of leadership** to which we aspire. There is also a **standard of conduct** that we encourage each other to maintain, as bearers of the gospel, in our leadership role and in our relationship to each other.

The **quality of leadership** we are looking for in our staff are:

1. Growing in their walk with God
2. Desiring to be available to God, for His work
3. Ready to serve in whatever area is needed
4. Teachable – responding well to feedback on attitudes and actions

The **standard of conduct** that we encourage each other to maintain is reflected in the following:

- a. The Hands & Feet of Evangelism & Discipleship – mobilizing people in their pursuit of Christ
 - b. CLBC Staff Code of Conduct
 - c. CLBC Staff Lifestyle Policy
-

For all individuals applying to volunteer for multiple camps, **PLEASE NOTE:**

Often it is beneficial to use staff in varying capacities during their stay at camp. We do this in the best interest of the camp ministry and the individual staff member. It may be:

1. necessitated by need
 - ◆ we simply need someone to fulfill a certain role
2. a means of giving you a "rest" by giving you a "change"
 - ◆ you are tired and need a break
 - ◆ you are losing effectiveness and need a change to gain a better perspective
 - ◆ you need to go home to restore health and/or get rest
3. recognizing that your strengths would be better used in a different area

We expect that you will be responsive & willing to receive direction from us, concerning the positions you fulfill each camp.

THE HANDS AND FEET OF EVANGELISM & DISCIPLESHIP

mobilizing people in their pursuit of Christ

Before you come to Crow, as staff, we ask that you gather a team of people who will pray for you on a regular basis (daily if possible) while you are here. Prayer is an essential and solid basis from which to begin building evangelism & discipleship relationships. Once you get to Crow, you can expect to be surrounded by principles, teaching & practices that encourage the spiritual maturing of the staff. By doing this, we believe that we increase our effectiveness in both of the overall goals of Crow: evangelism and discipleship. To that end, we introduce to you the following principles, what they are about and how they will involve & effect you.

1. *Prayer is our work*
2. *Christlikeness*
3. **COMITY** - Consider Others More Iimportant Than Yourself
4. *Living Beyond the Rules*
5. *PEICC Partners*

PRAYER

Prayer is our means of communication with God - it is essential in every growing relationship with Him. It is foundational - without a solid base of prayer, ministry will suffer. Salvation is God's work - prayer is ours. Prayer times (corporate, in small groups & solo) will be a regular part of the camp week: before campers arrive, while they are here, and after they have left for home.

CHRISTLIKENESS

Being or striving for Christlikeness in our lives is something which all of us, as Christians, can relate to and understand to some extent. It is what God asks of us and patiently teaches, encourages & enables us to be. The Bible gives us instruction & examples to follow.

COMITY

COMITY is an actual word that means courtesy or civility, and coupled with the principle implied in the acronym, it is a good way to govern community life at camp.

Striving towards Christlikeness & COMITY effectively sums up what we are trying to do and gives us a measuring stick by which to measure our actions, words, thoughts, attitudes: essentially, every aspect of our lives & lifestyle.

Christlikeness is our goal

COMITY is the general rule we use

while pursuing that goal.

LIVING BEYOND THE RULES: *PURSUING GOD'S STANDARD*

We have adopted this principle as a means to encourage the staff in their headlong pursuit of Christ's image in them. In essence, it attempts to get the staff thinking **beyond** meeting a minimal standard (which rules represent) and instead **pursuing** a maximum standard (Christ's image) in their lives.

Our desire is that "living beyond the rules" is a catalyst to making wise decisions. The more staff commit to this principle, the less rules we need to put into place.

- ⇒ Yes, we do have rules, and will have all the rules that we feel are necessary. However, it is exciting to be involved in helping staff to pursue the highest standards possible rather than just a minimal standard as set forth in a set of rules.
- ⇒ Yes, there is danger, but there is also hope for great positives to result. As more and more people begin to look like Christ, we can't help but believe that our evangelism will become more effective as well.

So HOW can we possibly encourage every staff member in these principles and still have time to minister to kids? We have expanded on the past practice of staff interviews each week, incorporating the above-mentioned principles, establishing a slightly different process, now called:

PEICC PARTNERS

People Encouraging & Influencing one another towards Christlikeness and COMITY (so named because it encourages people to reach for higher places in their spiritual walk, recognizing that it is not an easy walk - it takes discipline, perseverance and a companion is often welcome)

THE ESSENCE OF PEICC IS:
PEOPLE **ENCOURAGING &
INFLUENCING**

each other in their pursuit of God.

PEICC is simply a partnering of senior staff with summer staff. Each staff member (for sure the counselors, and we are working on including kitchen staff, directors, speakers, & maintenance staff) is paired with another, to meet on a regular basis (at least once a week) for the purpose of influencing & mutual encouragement toward their pursuit of Christlikeness and COMITY. As much as possible, PEICC relationships that are begun at the beginning of the summer continue throughout the summer and certainly have the potential to last a lifetime!

Our hope and prayer is that these principles & practices will encourage our staff to strive for the highest standard - Christlikeness. As we do that, we believe the kingdom of God will be advanced and our "success" will be of a type that God is pleased and

His name is glorified.

CLBC STAFF CODE OF CONDUCT

Our intent in this document is to present Biblical principles on which God requires us to base our lives. Because conduct can be merely a 'spit and polish' exterior, we want to focus on the basis of conduct, that of our attitudes.

Because you are in a ministry does not mean that you are expected to live a perfect sinless life; you will fail and need forgiveness just like anyone else. But it is consistent with our purpose that each staff member is always striving to live a life pleasing to Christ.

As a member of the Crowsnest Lake Bible Camp volunteer staff, you are expected to conduct yourself, both at camp and away, in a manner which will in no way embarrass or discredit the work of Crowsnest Lake Bible Camp, but rather enhance it. As a result, willful resistance to embrace Biblical standards for one's life will be ground for dismissal. Just as the Scriptures provide the doctrinal context for our ministry, they also furnish the ethical context for it.

Our expectations of you will be high, based on principles set out for us in the Scripture -- standards set by God, not man. These standards are expectations we have of ourselves and that you should have of us. They deal with both our attitudes and our conduct.

Deut. 11:22

"Carefully observe all these commands I am giving you to follow -

- *to love the Lord your God,*
- *to walk in all His ways and*
- *to hold fast to Him."*

Love the Lord your God: Mark 12:28-31 (Message) "The Lord your God is one; so love the Lord God with all your passion and prayer and intelligence and energy. And here is the second. Love others as well as you love yourself. There is no other commandment that ranks with these."

(Other versions state it as: emotion, motivation, courage and action)

Walk in all His ways: Mat 23:11 you want to be the best - be a servant

Mat 23:23 the basics of God's law - fairness
compassion
commitment

Hold fast to Him: Luke 10:20 (Message) "The great triumph is not in your authority over evil, but in God's authority over you and presence with you. Not what you do for God but what God does for you."

Col. 3:1-17

(Message)

"So if you're serious about living this new resurrection life with Christ, act

like it. Pursue the thing over which Christ presides. Don't shuffle along, eyes to the ground, absorbed with the things right in front of you. Look up, and be alert to what is going on around Christ - that's where the action is. See things from His perspective.

Your old life is dead. Your new life, which is your real life - even though invisible to spectators - is with Christ in God. He is your life. When Christ (your real life, remember) shows up again on this earth, you'll show up, too - the real you, the glorious you. Meanwhile, be content with obscurity, like Christ.

And that means killing off everything connected with that way of death: sexual promiscuity, impurity, lust, doing whatever you feel like whenever you feel like it, and grabbing whatever attracts your fancy. That's a life shaped by things and feelings instead of by God. It's because of this kind of thing that God is about to explode in anger. It wasn't long ago that you were doing all that stuff and not knowing any better. But you know better now, so make sure it's all gone for good: bad temper, irritability, meanness, profanity, dirty talk.

Don't lie to one another. You're done with that old life. It's like a filthy set of ill-fitting clothes you've stripped off and put in the fire. Now you're dressed in a new wardrobe. Every item of your new way of life is custom-made by the Creator, with His label on it. All the old fashions are now obsolete. Words like Jewish and non-Jewish, religious and irreligious, insider and outsider, uncivilized and uncouth, slave and free, mean nothing. From now on everyone is defined by Christ, everyone is included in Christ.

So, chosen by God for this new life of love, dress in the wardrobe God picked out for you: compassion, kindness, humility, quiet strength, discipline. Be even-tempered, content with second place, quick to forgive an offence. Forgive as quickly and completely as the Master forgave you. And regardless of what else you put on, wear love. It's the basic, all-purpose garment. Never be without it.

Let the peace of Christ keep you in tune with each other, in step with each other. None of this going off and doing your own thing. And cultivate thankfulness. Let the Word of Christ have the run of the house. Give it plenty of room in your lives. Instruct and direct one another using good common sense. And sing; sing your hearts out to God! Let every detail in your lives - words, actions, whatever - be done in the name of the Master, Jesus, thanking God the Father every step of the way.

I Cor 10:23 & 24

"Everything is permissible - but not everything is beneficial. Everything is permissible - but not everything is constructive. Nobody should seek his own good, but the good of others."

Gal. 5:16-21, I Cor. 6:18-20, Rom. 1:25-27, Rom 14:13

Working at camp makes us all ministers in Christ. Therefore, there are some responsibilities we must undertake. We need to support the Christian community and be accountable to it in our speech and behavior both publicly and privately. This can seem unfair at times but this kind of sacrifice is often necessary in exchange for the privilege of a position in ministry. **At Crow we want everyone involved to focus on our responsibilities to the Lord, others & ministry, and not on personal freedoms.**

Instead of being worried about rules and regulations it is much easier to take on a specific attitude for the summer. That attitude says; **"I am teachable, humble and desiring to put others before myself."** We prefer that conduct is something that develops from our character, not our ability to follow rules and regulations. Though we must put trust and responsibility on each volunteer, there may be times when attitudes and actions are questioned. When this happens, a permanent staff team member will confront an individual, wishing to hold them accountable using the Biblical foundations and standards set forth in the previous section. Please know that we do not intend to discriminate against anyone or their behavior but that we strive to encourage Christ-like behavior.

The following are some very specific expectations in areas that the CLBC Association and the Permanent Staff Team believe need to be addressed:

ANY VIOLATION OF THE FOLLOWING WILL BE GROUNDS FOR IMMEDIATE DISMISSAL

SEXUALITY:

Sexual activity of any kind, including kissing and touching between a volunteer or employee of CLBC and camper, is strictly prohibited. Such behavior will result in immediate dismissal.

To avoid any misinterpretation of your activity or relationship with a member of the opposite sex, guys are not to enter any accommodation or washroom designated for girls. Girls are not to enter any accommodation or washroom designated for guys.

CLBC seeks to uphold the sanctity of marriage as laid out in Scripture. Homosexuality is against God's design so homosexual activity of any kind will result in immediate dismissal

DEALING WITH CAMPERS:

Staff should always avoid situations with youth that could in any way be misconstrued as indiscreet. There is an increasing sensitivity toward staff expressing concern for youth in any physical or intimate way; there are an increasing number of cases where affection has been misunderstood. Abuse, in all forms (physical, sexual, emotional, and psychological), is running rampant in our society. Christians are not exempt from such temptations and sin. We set out these guidelines to help ensure that abuse of any kind does not happen at camp.

- ❖ Focus on building relationships with youth of the same gender.
- ❖ Private counseling situations with the opposite gender should never occur without your supervisor's approval. (Private counseling sessions are times you have set aside to be alone with a camper, away from the general activity of camp.)
- ❖ When private counseling situations with campers, other than those you are in charge of, are deemed necessary, a third person (ie staff team member) should be invited to sit in on the session.
- ❖ The permanent staff team members are concerned for the well being of all individuals at camp. Therefore, if questions or concerns arise regarding the relationship between yourself and another individual, these concerns will be addressed with you and disciplinary action will be taken if necessary.

ALCOHOL:

We encourage abstinence. Alcohol is prohibited on CLBC property. Drunkenness on the part of any staff member at any time and anywhere is not acceptable. Likewise, social drinking in the presence of campers whom CLBC is endeavoring to reach will not be tolerated. As well, social drinking should not occur when other CLBC staff who are under legal drinking age are present. Socializing in pubs/bars even without the consumption of alcohol is seriously discouraged

SMOKING:

Staff is strongly discouraged from smoking. Smoking on Crowsnest Lake Bible Camp property is absolutely prohibited. Any staff who feel they need to smoke please consult with the staff team upon arrival.

ILLEGAL DRUGS:

Use, possession, and/or trafficking in illegal drugs anytime and anywhere will result in immediate dismissal.

MOVIES/MUSIC:

Movies with foul language, sexual/sensual scenes, and violence should be avoided, and serious consideration given to what we watch in the theatre or at home. Our selection of music should be treated with discretion as well. (As Christians, we have become conditioned to scenes and language in our entertainment that, in fact, we should find very offensive.)

In addition, CLBC is a camp seeking to provide a new experience, not one that is readily available in the city, for the campers who come here: showing God to them through that experience. Movies and recorded music can be a distraction to that goal.

It is for these reasons that we ask staff not to bring movies or recorded music to camp with them. (Either of these may be used during program time at the discretion of the program director, in consultation with the staff team.)

DRESS:

Dress, like many other areas of conduct at camp, is based on a premise of respect and Christian love. Therefore, we will not make a list of rules stating what you can or can not wear. Rather, we expect our staff to dress modestly, in a responsible manner - not drawing undue attention to themselves or causing any person at camp to "stumble". In other words, do not allow how you dress to become an issue with anyone.

CONCLUSION:

Our policy is redemption when there is failure or sin in any of these areas. Where there is acknowledgement and repentance, every effort will be taken to be redemptive.

CLBC STAFF LIFESTYLE POLICY

Background

Crowsnest Lake Bible Camp is an autonomous, evangelical, faith ministry dedicated to bringing glory to God by responding to the needs of the whole person according to the Biblical principles of evangelism and discipleship through offering programs in a camp setting.

The Camp sees itself as a witness to the meaning of an integrated faith and life in its relationship with the community in which it exists. Our aim as a Camp is to be a "community of christians" in which every staff member, including counsellors, administrators and all support staff serve as suitable and consistent role models for our campers. For that reason, we expect the conduct of every leader to be compatible with our statements of faith and our mission. In order to avoid unnecessary dispute the Director of Camping has the authority to determine what practices are acceptable according to the principles outlined in this agreement.

As a condition of employment, every staff and board member (paid and volunteer) voluntarily agrees to the following statement of lifestyle and conduct as an expression of the privileges and responsibilities of working in a Christian community. (for the purpose of this agreement the term **leader**, may refer to board members and volunteers as well as paid staff. It is the intention that this policy shall apply to all who are involved at camp)

SPECIAL NOTE TO VOLUNTEERS

The Crowsnest Lake Bible Camp welcomes your contribution of time and talent as a volunteer. This ministry could not accomplish its goal without volunteer support. In keeping with our mission statement, Crowsnest Lake Bible Camp encourages a variety of individuals to participate in meeting the needs of campers. As a Christian organization, we feel it is important to protect the beliefs that Crowsnest Lake Bible Camp has been built on. It is in this spirit that we require our staff and volunteers not to engage in any activity or promote beliefs with our campers that contradict our beliefs. We recognize that some of our volunteers do not have a common doctrinal position with us. We also recognize that our campers may not share our beliefs -this is never a condition for attendance at Crowsnest Lake Bible Camp. However, when someone is acting on our behalf as a volunteer, we need to know that they are not undermining the foundational beliefs on which this camp is built.

Therefore, in order for you to serve as a leader, we feel it is necessary for you to read and understand our mission, vision, goals statement. Reading and signing this does NOT indicate acceptance of this as a Statement of Faith, but indicates that you will respect and not detract from it. As a leader for The Crowsnest Lake Bible Camp you will work under the direction of The Crowsnest Lake Bible Camp staff and within the guidelines of policy set forth by the Board of Directors.

Policy Statement

While we, as a Board of Directors and administration of CNLBC, believe that Christians are redeemed by the grace of God, and therefore ought to live in ways that are above and beyond laws and expectations; we also believe that in a community of Christians certain standards of conduct are basic to the smooth functioning of an institution. Therefore we have outlined some basic expectations which are the baseline for acceptable conduct in our camp community.

1. Sexual relations are only to be practised between a male and a female within monogamous marriage.
2. In order to set an acceptable example, leaders will refrain from the use of alcoholic beverages, illegal drugs and the abuse of non-prescription drugs, while at camp and be conscious of the example they portray even when away from camp.
3. All camp facilities will be smoke free and use of any tobacco products by leaders and campers in camp facilities is unacceptable. (Individuals who feel they cannot refrain from use over the entire time at camp must make an arrangement for use away from campers.)
4. Use of pornographic, salacious or harmful literature (including internet) is unacceptable. Staff shall abide by the ruling of the Board or the Director of Camping concerning what constitutes unacceptable material.
5. Any lifestyle issue of a leader that is of concern shall be drawn to the attention of the individual by the Director of Camping (or in the case of the D of C or a Board member by the Chair of the Personnel Committee). While the ultimate goal of dealing with unacceptable behaviour is correction, forgiveness, and reconciliation, the Director of Camping may request the immediate resignation of an individual or the modification of a behaviour at the director's discretion. In the case of a Board Member or the Director of Camping, the Chair may request them to resign their position on The Board. Should an accusation be lodged against the Chair of the Board the matter shall be dealt with by a committee of the whole Board.
6. All leaders shall avoid any interactions with the camp where there may be the perception of conflict of interest. In particular no individual or close relative (Sibling, child/parent, spouse) of a leader shall benefit financially or receive preferential treatment as a result of their relationship with camp. This is not intended to restrict the legitimate employment of these individuals or the ability to apply for bursaries however direct relatives must abstain from participation in decisions relating to these processes. All paid staff and Board members are expected to act within the principle of full disclosure in their interactions with the camp.
7. The Staff Conduct and Lifestyle Agreement shall be signed by all leaders (paid and volunteer) and maintained in their personnel file at camp.
8. A Grievance Procedure is in place. If any leader who finds him or herself needs clarification of the terms of the Lifestyle Agreement they shall first meet with the Director of Camping. If this fails to resolve the issues a formal request may be made in writing to the Board of Directors to appoint a mediator. Should this fail to resolve the issue it shall be referred to the Chairman of the Camp Board who will then determine what further step(s) to take to seek a successful resolution of the issue. In the case of Board members and the Director of Camping issues shall be dealt with by the Personnel Committee.

CLBC VOLUNTEER STAFF

SCREENING POLICY & PROCEDURES

INTRODUCTION

We recognize and acknowledge the vulnerability of parents as they place their children into our care and protection. For this reason it is our policy at Crowsnest Lake Bible Camp to put the physical, emotional, social, intellectual, and spiritual care and well being of our campers as our first priority. We, therefore, take our responsibility of providing quality care very seriously. The following policies and procedures will govern how we go about screening our staff for volunteer work at camp:

POLICY

1. The staff team is responsible for all volunteer placements at camp.
 - (a) Each volunteer is required to submit to our full screening procedure, preferably before commencement of any volunteer employment.
 - (b) It is recognized that circumstances do not always allow for the procedure to be completed before a volunteer begins working at camp. In this case an individual may work at camp after the following two (2) steps have been taken and the Staff Team gives approval. As soon as possible the volunteer must complete the entire screening procedure.
 - Step 1: 3 reference checks, (at least 2 of which must be able to comment on the individuals Christian character) have been made by a Staff Team member.
 - Step 2: The Police Agency is processing the criminal record check.
 - (c) No volunteer is to assume a leadership role over campers or other staff members unless they are a committed Christian and at least 2 of the 3 references are able to comment on the individuals Christian character.
2. The staff team will attempt to have all volunteers in leadership positions with children be a minimum of 18 years of age. The exception to this will be PIT Crew participants and any individuals 16 or 17 years of age whom the staff team feel show outstanding character and maturity. A general standard would be all staff for senior age campers be 18 years of age or older and for junior and intermediate age campers be 16 years of age or older.
3. Each volunteer staff member must be willing to covenant with the Crowsnest Lake Bible Camp Code of Conduct and Lifestyle Policy.

PROCEDURE**For first time applicants:**

1. Complete and send in the CLBC comprehensive volunteer staff application form, which is kept on file at camp.
2. Have 3 people complete the Confidential Reference forms and send these directly to camp, promptly. Processing of applications will be delayed if we do not have references.
3. CLBC staff will have an interview with the applicant.
4. CLBC staff will check all references - calling them for further clarification, as needed.
5. A letter will be sent to the applicant, informing them of whether or not they have been accepted to volunteer at CLBC.
6. When accepted, an orientation package will be sent to them

**** For returning volunteers:**

1. Complete the double star (******) areas of the CLBC comprehensive volunteer staff application form and send it to the camp office.
2. If we have your criminal record check on file, another one may not be required. These need to be current every 3 years.
3. You must be prepared to provide Confidential Reference forms to 3 references, on request by the CLBC staff.
4. CLBC staff will have an interview with the applicant
5. CLBC staff will check all references - calling them for further clarification, as needed.
6. A letter will be sent to the applicant, informing them of whether or not they have been accepted to volunteer at CLBC
7. When accepted, an orientation package will be sent to them

APPLICATION FORM - 2012

CROWSNEST LAKE BIBLE CAMP IS LOOKING FOR MEN AND WOMEN WHO ARE ACTIVE FOLLOWERS OF JESUS CHRIST AND ARE WILLING TO GIVE OF THEMSELVES IN CAMP MINISTRY THIS SUMMER.

**** this whole box**

I, _____ (name) am applying for: check one box

COLTS (Crowsnest Outdoor Leadership Training School) – 4 month training, May - Aug – you must be 19 yr or over.
Application deadline, Feb. 29, 2011

PIT Crew – 5 week leadership & personal growth training program for 16 & 17 yr olds.
Application deadline, April 13, 2011

Summer volunteer – in one or more of the following roles (check as many of these as are of interest to you):

<input type="checkbox"/> head cook	<input type="checkbox"/> assistant cook	<input type="checkbox"/> dining room
<input type="checkbox"/> dish pit	<input type="checkbox"/> nurse	<input type="checkbox"/> child care
<input type="checkbox"/> multi-media	<input type="checkbox"/> worship coordinator	<input type="checkbox"/> cabin counselor
<input type="checkbox"/> program director	<input type="checkbox"/> speaker	<input type="checkbox"/> outtrip director
<input type="checkbox"/> maintenance	<input type="checkbox"/> anywhere needed	

**** Time Commitment:**

I will be available for service from _____ until _____
(date) (date)

Please refer to camp dates

I would like the following absence(s), for these reasons:

If you are coming to camp in a non-counseling role, do you plan on bringing your children? _____ If so, please give their names, ages, and any special needs they may have. Camp work is demanding and if your children require a lot of individual attention from you it may be better if you made other arrangements for them during your stay at camp.

GENERAL INFORMATION

**** FULL NAME:** _____ **AGE:** _____ **BIRTHDATE:** _____ **SEX:** _____

**** Best time of day to call you:** _____

**** E-MAIL ADDRESS:** _____

**** Is email a good way to contact you?** _____

**** Valid Driver's Lic:** CLASS _____ PROVINCE _____

Are you a Canadian citizen? Yes ___ No ___ If no, do you have employment authorization? _____

(Anyone who is not a Canadian citizen must obtain employment authorization BEFORE volunteering at Crow. We require a photocopy of that authorization.)

**** Are you aware of any criminal record pertaining to yourself?** Yes ___ No ___

PERMANENT CONTACT INFORMATION:

ADDRESS: _____ CITY/PROV: _____

POSTAL CODE: _____ PHONE NUMBER: () _____

**** TEMPORARY CONTACT INFORMATION (IF APPLICABLE):**

ADDRESS: _____ CITY/PROV: _____

POSTAL CODE: _____ PHONE NUMBER: () _____

**** EMERGENCY CONTACT INFORMATION:**

CONTACT: _____ RELATIONSHIP TO YOU: _____

ADDRESS: _____ CITY/PROV: _____

POSTAL CODE: _____ PHONE NUMBER: () _____

Please attach a recent photograph of yourself (head and shoulders)

EDUCATION: List schools attended, degrees, and diplomas (*Bursary Applications are available to assist students in post-secondary education.*)

FAITH JOURNEY

Please respond to the following questions (part B, C & D) on a separate sheet of paper. Answer as fully as possible:

1. What is your story of how you came to know Jesus as your personal Savior?
2. ** Describe two things that have happened recently that shows you that God is working in your life.
3. How do you think you are different from others around you who are not Christians?
4. How do you feel about making Jesus Christ known to others (especially campers)?
5. ** What church do you attend?
6. ** If you haven't been attending a church, please explain why:
7. Church address _____ Pastor's name: _____
Telephone #: _____

CHRISTIAN MINISTRY/LEADERSHIP EXPERIENCE AND POTENTIAL

Please respond to the following, on a separate sheet of paper. Answer as fully as possible:

1. Describe past ministry & leadership experience (clubs, Sunday School, etc).
2.
 - a. for summer volunteer applicants: Why did you select Crowsnest Lake Bible Camp as a place to serve God, this summer?
 - b. for COLTS applicants: (see questions on the extra page!)
 - c. for PIT Crew applicants: Why would you like to be involved with the PIT Crew this summer?
3. ** Establish & list some goals for the summer. (What do you hope to contribute to camp?, What would you like to see accomplished in your life as a result of being on staff?, etc)
4. ** What do you see as your main strengths and weaknesses as you seek to develop your leadership ability?
5. What do you think your commitment to the summer involves?

PERSONAL

(Circle the number that best describes you)

	<u>Poor</u>	<u>Average</u>	<u>Good</u>		<u>Poor</u>	<u>Average</u>	<u>Good</u>														
Ability to listen	1	2	3	4	5	6	7	8	9	10	Physical fitness	1	2	3	4	5	6	7	8	9	10
Controlled temper	1	2	3	4	5	6	7	8	9	10	Public speaking	1	2	3	4	5	6	7	8	9	10
Get along with children	1	2	3	4	5	6	7	8	9	10	Response to authority	1	2	3	4	5	6	7	8	9	10
Get along with adults	1	2	3	4	5	6	7	8	9	10	Self-motivated	1	2	3	4	5	6	7	8	9	10
Neat and organized	1	2	3	4	5	6	7	8	9	10	Thoughtful of others	1	2	3	4	5	6	7	8	9	10
Persevere under stress	1	2	3	4	5	6	7	8	9	10		1	2	3	4	5	6	7	8	9	10

Describe your relationships with family members (parents, siblings, spouse, kids, etc)

SKILLS, TRAINING & EXPERIENCE

Important info re: **FIRST AID**:

- **ALL** counseling staff, COLTS, & outtrip leadership are **REQUIRED** to have a minimum of **current St. John Ambulance Standard First Aid or equivalent**
- Other camp staff are also encouraged to have first aid certification
- A First Aid course is already included in the PIT Crew training program.
- Camp sometimes has the opportunity to run a first aid course for our staff, at the end of April – if you do not have this certification, would you be interested in attending a course here?

** _____ I already have the required certification

** _____ I would like to attend the first aid course at camp, at the end of April

** _____ I will take the course somewhere else – but **BEFORE** arriving at camp for the summer session

1. Please describe the extent of training and/or experience, certification & date received, that you have in each of the following areas. This information serves to give us a basis of knowledge about your skill level & interests. It is not used as the sole criteria to determine your suitability for being a volunteer staff member or participant in either of the training programs. A willingness to serve God is more important to us than experience in various skills.

- | | |
|-------------------------------|--|
| a. Counseling | l. Swimming |
| b. Rock climbing | m. Nurse |
| c. Canoeing | n. Cooking for large groups |
| d. Archery | o. Maintenance skills |
| e. Music | p. Construction skills |
| f. Drama | q. Program directing |
| g. Backpacking/hiking/camping | r. Leadership experience (clubs, church, etc.) |
| h. Orienteering | s. Teaching experience (Sunday school, clubs) |
| i. Crafts | t. Drivers license class |
| j. Nature study | u. First aid certification |
| k. Working with kids | |

2. Would you be interested in being a part of a worship team while at camp? In what capacity?

3. ADDITIONAL COMMENTS:

REFERENCES

Please give the names and contact info of three people who know you well and have agreed to act as a reference for you. Distribute the three reference forms in this package, as soon as possible, requesting that they mail them directly back to the camp office. As a general rule, references should be at least 25 years of age and someone who has known you for at least a year.

	** Name	** Phone	** Email
** #1 Pastor, youth pastor or church leader			
** #2 Christian friend or mentor			
** #3 Teacher or Employer			

TRAINING

We consider Staff Training and Orientation to be very valuable; we take it seriously and ask our staff to attend if at all possible.

** I AM PLANNING ON ATTENDING:	PROGRAM DIRECTOR TRAINING (April 27-29)	yes	no
	SKILLS TRAINING (June 15-21)	yes	no
	TRAINING CAMP (June 22-25)	yes	no

If you can only attend a part of skills training or training camp you are still welcome. Please indicate when you will be here.

** I AM PLANNING TO BE AT:	STAFF ORIENTATION	yes	no
	(plan to arrive around 4:00 p.m. the day before each camp session):		

PRAYER TEAM

****** In coming to Crow, you are entering a major spiritual battleground. Prayer is vital to the ongoing ministry here. We encourage you to find at least 3 individuals who are willing to commit to pray for you regularly (ie. everyday!) while you are at camp. (Of course, we do not want you to be limited to just three people, really, the more people who have committed to pray for you - the better!)

In addition to the information we ask for here, you will likely want to have their phone numbers or email addresses so that you can keep in contact with these people with your specific prayer updates. If they would like to be praying for the ministry at Crow beyond the specifics you give them - we would love to send them our monthly prayer letters (Sept - June) and/or weekly prayer updates during the summer. Indicate below if they would like to receive these. Both are sent out electronically - so we require their email address.

Name	Email (only if they would like to receive either of the prayerletters)	Would like to receive monthly prayerletter	Would like to receive weekly summer prayer updates
1.			
2.			
3.			

STAFF CONDUCT & LIFESTYLE AGREEMENT

As a leader (paid or volunteer) of the Crowsnest Lake Bible Camp, who on a regular or casual basis interacts with campers, I recognize the importance of my work and lifestyle as a role model of the values taught and caught in this Camp.

To accomplish this while at camp I will:

1. make myself familiar with the Vision, Mission and Goals of the Camp, and agree to conduct myself in ways which in no way contradict them.
2. respect my co-workers and deal with them in ways that reflect Christian ethical standards, including the avoidance of gossip and second-hand criticism and any other behavior which may unjustly damage their professional and personal reputation.
3. honor and follow disciplinary and appeal procedures prescribed in the Camp's policy manual.
4. abstain from practices which this Camp's Christian community finds unacceptable because they are seen to be in conflict with this community's standards for the role models of its children and young people, including:
 - a. profane, abusive and blasphemous language,
 - b. abuse of alcohol and other legal drugs and the use of illegal drugs,
 - c. theft, fraud, or any other criminal activity,
 - d. racial, religious or ethnic prejudice or membership in organizations that promote it,
 - e. sexual activity of a promiscuous, extra-marital or homosexual nature,
 - f. violent or abusive behavior or sexual and gender harassment,
 - g. the promotion of non-Christian beliefs.

I understand that while the Camp community recognizes that all Christians have failings, it rightly calls me to live up to these standards and beyond. I expect that allegations of failure to do so will be dealt with in a caring and loving manner which has forgiveness and reconciliation as its primary focus, and which is outlined in the discipline and appeal policy. However, I also understand that unrepentant or persistent continuance in unacceptable behaviors or lifestyles constitutes grounds for dismissal from the Camp leadership or employment. **Notwithstanding the above some individual actions may be of such significance that they will lead to immediate dismissal or removal from engagement directly with campers.**

** Name: _____

** Signed: _____ Date: _____

VOLUNTEER AGREEMENT

1. I UNDERSTAND THAT MY SERVICES ARE VOLUNTARY.
2. I AGREE TO COMPLY WITH THE MISSION STATEMENT FOR CROWSNEST LAKE BIBLE CAMP ASSOCIATION AND I AM IN COMPLETE AGREEMENT WITH THAT WHICH IT EXPRESSES.
3. I HAVE READ AND SUPPORT THE CLBC STATEMENT OF FAITH. ANY CONCERNS OR QUESTIONS I HAVE IN REGARD TO THIS, I WILL DISCUSS THESE WITH THE LEADERSHIP AT CLBC.
4. I AM WILLING TO BE SUBJECT TO THE JURISDICTION OF CROWSNEST LAKE BIBLE CAMP FOR THE DURATION OF MY TIME. I UNDERSTAND THAT THIS APPLIES TO EACH CAMP AND THE DAYS BETWEEN CAMPS.
5. I CHOOSE TO CO-OPERATE FULLY, IN EVERY REGARD, AND TO EXPLORE, TO THE MAXIMUM, EVERY OPPORTUNITY FOR PERSONAL GROWTH.
6. I AFFIRM THE BASIC PRINCIPLE OF CROWSNEST LAKE BIBLE CAMP, THAT ALL CONDUCT MUST COME UNDER THE CLOSE SCRUTINY OF GOD’S WORD AND ALL OF OUR JUDGEMENTS, MORAL AND OTHERWISE, MUST BE IN ACCORDANCE WITH ITS’ STANDARDS.
7. I HAVE READ AND AGREE WITH THE PRINCIPLES & PRACTICES AS SET OUT IN THE SECTION ENTITLED: THE HANDS & FEET OF EVANGELISM & DISCIPLESHIP
8. I HAVE READ AND WILL ABIDE BY THE CLBC CODE OF CONDUCT.

** SIGNATURE OF APPLICANT _____

** DATE _____

** SIGNATURE OF PARENT _____

(IF APPLICANT IS UNDER 18)

** DATE _____

HEALTH RECORD (THE ENTIRE FORM, PLEASE)**

SECTION ONE: To be completed and returned to camp as soon as possible:

NAME: _____ AGE: _____ BIRTHDATE: ____/____/____

SEX: _____

MAILING ADDRESS: _____

CITY/PROVINCE: _____

POSTAL CODE: _____ PHONE NUMBER: (____) _____ - _____

HEALTH INSURANCE NUMBER: _____

PROVINCE OR HEALTH COMPANY: _____

EMERGENCY CONTACT:

NAME: _____

RELATIONSHIP TO YOU: _____

ADDRESS: same as above _____ or

PHONE NUMBER: (____) _____ - _____

FAMILY PHYSICIAN'S NAME: _____

FAMILY PHYSICIAN'S PHONE NUMBER: _____

1. Are you physically able to participate in all land and water activities? If not, outline any and all restrictions.
2. Are you allergic or sensitive to penicillin, A.S.A., or any other drug? If yes, give details.
3. Do you have any other allergies (i.e. bee stings, pollens, food, etc.)? If so, give details.
4. Do you require regular medication of any type? Give name and reason for taking it.
5. Do you experience any chronic illness or disorder (i.e. diabetes, epilepsy, nervous disorder, etc.) If yes, explain.
6. Any other health problems? Explain.

GOOD HEALTH STATEMENT:

To the best of my knowledge, the above named person is in good health and fully able to participate in all camp activities (except as noted above).

Staff member's signature	Date	Parent/Guardian or Physician (required if staff member is under 18 years of age.)

SECTION TWO: To be completed on arrival at camp

1. Have you just recovered from any illness? If yes, explain.

2. Have you recently recovered from any bone fractures, dislocations, or any other joint problems (within the past six months)? If yes, explain.

CONFIDENTIAL REFERENCE #1

CROWSNEST LAKE BIBLE CAMP

FOR PASTOR, YOUTH PASTOR, OR CHURCH LEADER

THE INDIVIDUAL NAMED BELOW HAS APPLIED TO WORK AT CROWSNEST LAKE BIBLE CAMP, AS A VOLUNTEER, THIS YEAR. WE CONSIDER THE CHARACTER OF OUR WORKERS VITAL TO THIS MINISTRY. FOR THIS REASON, WE ASK YOU TO PRAYERFULLY AND HONESTLY FILL OUT THE FOLLOWING INFORMATION TO THE BEST OF YOUR KNOWLEDGE. WE ACKNOWLEDGE THAT THIS FORM MAY FEEL RESTRICTIVE OR INADEQUATE TO YOU, SO ASK THAT YOU NOT FEEL BOUND BY THIS FORM AND FEEL FREE TO USE ANOTHER METHOD OF PROVIDING US WITH A REFERENCE FOR THIS INDIVIDUAL. ALL REFERENCES ARE KEPT CONFIDENTIAL AND ANY INFORMATION YOU PROVIDE WILL HELP US IN SUPPORTING AND PREPARING THIS INDIVIDUAL FOR THEIR RESPONSIBILITIES THIS SUMMER. IT IS NOT OUR AIM TO REJECT ANY APPLICANT BUT TO ENSURE THEY ARE PLACED IN THE MOST APPROPRIATE POSITION. PLEASE RETURN THE FORM DIRECTLY TO US WITHIN 2 WEEKS OF RECEIVING THIS FORM. IF WE HAVE FURTHER QUESTIONS, WE WILL CONTACT YOU BY PHONE. THANK YOU FOR YOUR TIME IN PROVIDING US WITH THIS REFERENCE!

NAME OF APPLICANT _____ DESIRED POSITION _____

IN WHAT CAPACITY DO YOU KNOW THIS INDIVIDUAL?

FOR HOW LONG?

1. IS THEIR RELATIONSHIP WITH CHRIST EVIDENT TO THOSE AROUND THEM? HOW?
2. IN WHAT AREAS HAVE THEY EXPERIENCED GROWTH IN THEIR CHRISTIAN WALK IN THE PAST 6 MONTHS?
3. HOW DOES THIS INDIVIDUAL RESPOND AND RELATE TO THOSE IN AUTHORITY?
4. HOW DO THEY RELATE TO KIDS?
5. DO YOU CONSIDER HIS/HER LIFESTYLE TO BE A GOOD ROLE MODEL FOR KIDS? PLEASE EXPLAIN
6. WHAT LEADERSHIP QUALITIES/POTENTIAL DOES THE APPLICANT EXHIBIT?
7. WHAT ARE HIS/HER STRENGTHS?
8. HOW WOULD YOU EXPECT THEM TO WORK & RESPOND WITHIN A COMMUNITY OR TEAM SETTING?
9. WHAT IS YOUR OPINION OF THE APPLICANT'S CONDUCT WITH THE OPPOSITE SEX?

PART 3-2

10. ARE YOU AWARE OF ANYTHING IN THIS PERSON'S LIFE (RELATIONSHIPS, CONDUCT, ATTITUDE, ETC) THAT MIGHT BE CONSIDERED SEXUALLY INAPPROPRIATE?

11. HOW IS THE APPLICANT INVOLVED IN HIS/HER LOCAL CHURCH?

12. WHAT CHRISTIAN SERVICE (IE: PARA-CHURCH ORGANIZATIONS) HAS THIS INDIVIDUAL BEEN INVOLVED IN OR IS CURRENTLY PARTICIPATING IN?

13. WHAT WEAKNESSES OR DISABILITIES DOES THE APPLICANT HAVE THAT WE SHOULD BE AWARE OF ?

14. WHAT IS YOUR PERCEPTION OF THE APPLICANT IN THE ROUTINE OF DAILY LIFE. (1=LOW, 10=HIGH)

Respect for authority	1 2 3 4 5 6 7 8 9 10	Emotional stability	1 2 3 4 5 6 7 8 9 10
Leadership	1 2 3 4 5 6 7 8 9 10	Concern for others	1 2 3 4 5 6 7 8 9 10
Taking initiative	1 2 3 4 5 6 7 8 9 10	Judgement	1 2 3 4 5 6 7 8 9 10
Responsibility	1 2 3 4 5 6 7 8 9 10	Spiritual Maturity	1 2 3 4 5 6 7 8 9 10
Personal Integrity	1 2 3 4 5 6 7 8 9 10	Working with others	1 2 3 4 5 6 7 8 9 10

15. ANY FURTHER COMMENTS

16. DO YOU RECOMMEND THIS APPLICANT AS A MEMBER OF OUR STAFF? _____ WHY?

17. WHAT SPECIAL CONTRIBUTIONS DO YOU FEEL THE APPLICANT WOULD MAKE TO THE CAMPING PROGRAM?

NAME OF REFERENCE _____ **SIGNATURE** _____

PHONE # _____ **BEST TIME OF DAY TO REACH YOU BY PHONE** _____

EMAIL ADDRESS: IF YOU WISH TO BE CONTACTED IN THIS WAY _____

PLEASE MAIL COMPLETED FORM DIRECTLY TO:

CROWSNEST LAKE BIBLE CAMP
 VOLUNTEER COORDINATOR
 BOX 250
 COLEMAN, ALBERTA
 TOK 0M0

CONFIDENTIAL REFERENCE #2

CROWSNEST LAKE BIBLE CAMP

FOR CHRISTIAN FRIEND OR MENTOR

THE INDIVIDUAL NAMED BELOW HAS APPLIED TO WORK AT CROWSNEST LAKE BIBLE CAMP, AS A VOLUNTEER, THIS YEAR. WE CONSIDER THE CHARACTER OF OUR WORKERS VITAL TO THIS MINISTRY. FOR THIS REASON, WE ASK YOU TO PRAYERFULLY AND HONESTLY FILL OUT THE FOLLOWING INFORMATION TO THE BEST OF YOUR KNOWLEDGE. WE ACKNOWLEDGE THAT THIS FORM MAY FEEL RESTRICTIVE OR INADEQUATE TO YOU, SO ASK THAT YOU NOT FEEL BOUND BY THIS FORM AND FEEL FREE TO USE ANOTHER METHOD OF PROVIDING US WITH A REFERENCE FOR THIS INDIVIDUAL. ALL REFERENCES ARE KEPT CONFIDENTIAL AND ANY INFORMATION YOU PROVIDE WILL HELP US IN SUPPORTING AND PREPARING THIS INDIVIDUAL FOR THEIR RESPONSIBILITIES THIS SUMMER. IT IS NOT OUR AIM TO REJECT ANY APPLICANT BUT TO ENSURE THEY ARE PLACED IN THE MOST APPROPRIATE POSITION. PLEASE RETURN THE FORM DIRECTLY TO US WITHIN 2 WEEKS OF RECEIVING THIS FORM. IF WE HAVE FURTHER QUESTIONS, WE WILL CONTACT YOU BY PHONE. THANK YOU FOR YOUR TIME IN PROVIDING US WITH THIS REFERENCE!

NAME OF APPLICANT _____ DESIRED POSITION _____

IN WHAT CAPACITY DO YOU KNOW THIS INDIVIDUAL?

FOR HOW LONG?

1. IS THEIR RELATIONSHIP WITH CHRIST EVIDENT TO THOSE AROUND THEM? HOW?
2. IN WHAT AREAS HAVE THEY EXPERIENCED GROWTH IN THEIR CHRISTIAN WALK IN THE PAST 6 MONTHS?
3. HOW DOES THIS INDIVIDUAL RESPOND AND RELATE TO THOSE IN AUTHORITY?
4. HOW DO THEY RELATE TO KIDS?
5. DO YOU CONSIDER HIS/HER LIFESTYLE TO BE A GOOD ROLE MODEL FOR KIDS? PLEASE EXPLAIN
6. WHAT LEADERSHIP QUALITIES/POTENTIAL DOES THE APPLICANT EXHIBIT?
7. WHAT ARE HIS/HER STRENGTHS?
8. HOW WOULD YOU EXPECT THEM TO WORK & RESPOND WITHIN A COMMUNITY OR TEAM SETTING?
9. WHAT IS YOUR OPINION OF THE APPLICANT'S CONDUCT WITH THE OPPOSITE SEX?

PART 3-4

10. ARE YOU AWARE OF ANYTHING IN THIS PERSON'S LIFE (RELATIONSHIPS, CONDUCT, ATTITUDE, ETC) THAT MIGHT BE CONSIDERED SEXUALLY INAPPROPRIATE?

11. HOW IS THE APPLICANT INVOLVED IN HIS/HER LOCAL CHURCH?

12. WHAT CHRISTIAN SERVICE (IE: PARA-CHURCH ORGANIZATIONS) HAS THIS INDIVIDUAL BEEN INVOLVED IN OR IS CURRENTLY PARTICIPATING IN?

13. WHAT WEAKNESSES OR DISABILITIES DOES THE APPLICANT HAVE THAT WE SHOULD BE AWARE OF ?

14. WHAT IS YOUR PERCEPTION OF THE APPLICANT IN THE ROUTINE OF DAILY LIFE. (1=LOW, 10=HIGH)

Respect for authority	1 2 3 4 5 6 7 8 9 10	Emotional stability	1 2 3 4 5 6 7 8 9 10
Leadership	1 2 3 4 5 6 7 8 9 10	Concern for others	1 2 3 4 5 6 7 8 9 10
Taking initiative	1 2 3 4 5 6 7 8 9 10	Judgement	1 2 3 4 5 6 7 8 9 10
Responsibility	1 2 3 4 5 6 7 8 9 10	Spiritual Maturity	1 2 3 4 5 6 7 8 9 10
Personal Integrity	1 2 3 4 5 6 7 8 9 10	Working with others	1 2 3 4 5 6 7 8 9 10

15. ANY FURTHER COMMENTS

16. DO YOU RECOMMEND THIS APPLICANT AS A MEMBER OF OUR STAFF? _____ WHY?

17. WHAT SPECIAL CONTRIBUTIONS DO YOU FEEL THE APPLICANT WOULD MAKE TO THE CAMPING PROGRAM?

NAME OF REFERENCE _____ SIGNATURE _____

PHONE # _____ BEST TIME OF DAY TO REACH YOU BY PHONE _____

EMAIL ADDRESS: IF YOU WISH TO BE CONTACTED IN THIS WAY _____

PLEASE MAIL COMPLETED FORM DIRECTLY TO:

CROWSNEST LAKE BIBLE CAMP
 VOLUNTEER COORDINATOR
 BOX 250
 COLEMAN, ALBERTA
 TOK 0M0

CONFIDENTIAL REFERENCE #3

CROWSNEST LAKE BIBLE CAMP

FOR TEACHER OR EMPLOYER

THE INDIVIDUAL NAMED BELOW HAS APPLIED TO WORK AT CROWSNEST LAKE BIBLE CAMP, AS A VOLUNTEER, THIS YEAR. WE CONSIDER THE CHARACTER OF OUR WORKERS VITAL TO THIS MINISTRY. FOR THIS REASON, WE ASK YOU TO PRAYERFULLY AND HONESTLY FILL OUT THE FOLLOWING INFORMATION TO THE BEST OF YOUR KNOWLEDGE. WE ACKNOWLEDGE THAT THIS FORM MAY FEEL RESTRICTIVE OR INADEQUATE TO YOU, SO ASK THAT YOU NOT FEEL BOUND BY THIS FORM AND FEEL FREE TO USE ANOTHER METHOD OF PROVIDING US WITH A REFERENCE FOR THIS INDIVIDUAL. ALL REFERENCES ARE KEPT CONFIDENTIAL AND ANY INFORMATION YOU PROVIDE WILL HELP US IN SUPPORTING AND PREPARING THIS INDIVIDUAL FOR THEIR RESPONSIBILITIES THIS SUMMER. IT IS NOT OUR AIM TO REJECT ANY APPLICANT BUT TO ENSURE THEY ARE PLACED IN THE MOST APPROPRIATE POSITION. PLEASE RETURN THE FORM DIRECTLY TO US WITHIN 2 WEEKS OF RECEIVING THIS FORM. IF WE HAVE FURTHER QUESTIONS, WE WILL CONTACT YOU BY PHONE. THANK YOU FOR YOUR TIME IN PROVIDING US WITH THIS REFERENCE!

NAME OF APPLICANT _____ DESIRED POSITION _____

IN WHAT CAPACITY DO YOU KNOW THIS INDIVIDUAL?

FOR HOW LONG?

1. WHAT IS YOUR PERCEPTION OF THE APPLICANT IN THE ROUTINE OF DAILY LIFE. (1=LOW, 10=HIGH)

Personal Integrity	1 2 3 4 5 6 7 8 9 10	Emotional stability	1 2 3 4 5 6 7 8 9 10
Leadership	1 2 3 4 5 6 7 8 9 10	Concern for others	1 2 3 4 5 6 7 8 9 10
Taking initiative	1 2 3 4 5 6 7 8 9 10	Judgement	1 2 3 4 5 6 7 8 9 10
Responsibility	1 2 3 4 5 6 7 8 9 10	Working with others	1 2 3 4 5 6 7 8 9 10

2. KEEPING IN MIND THE LEVELS ABOVE, PLEASE RATE THE APPLICANT IN THE FOLLOWING ATTITUDE AREAS:

TOWARDS SUPERIORS _____

TOWARDS THE OPPOSITE SEX _____

TOWARDS SCHOOL AND/OR WORK _____

3. PLEASE COMMENT ON THE APPLICANTS FRIENDLINESS, TACT AND PERSONAL APPEARANCE

PART 3-6

4. IF YOU HAD A CHILD WOULD YOU WANT THIS PERSON TO LIVE/WORK WITH THEM IN A CAMP SITUATION? EXPLAIN
5. DO YOU CONSIDER HIS/HER LIFESTYLE TO BE A GOOD ROLE MODEL FOR KIDS? PLEASE EXPLAIN
6. WHAT LEADERSHIP QUALITIES/POTENTIAL DOES THE APPLICANT EXHIBIT?
7. WHAT ARE HIS/HER STRENGTHS?
8. HOW WOULD YOU EXPECT THEM TO WORK & RESPOND WITHIN A COMMUNITY OR TEAM SETTING?
9. WHAT IS YOUR OPINION OF THE APPLICANT'S CONDUCT WITH THE OPPOSITE SEX?
10. ARE YOU AWARE OF ANYTHING IN THIS PERSON'S LIFE (RELATIONSHIPS, CONDUCT, ATTITUDE, ETC) THAT MIGHT BE CONSIDERED SEXUALLY INAPPROPRIATE?
11. DOES THE APPLICANT HAVE ANY PROBLEMS OR HABITS THAT YOU THINK WE SHOULD BE AWARE OF IN THEIR POSSIBLE WORK WITH CHILDREN? EXPLAIN
12. WHAT WEAKNESSES OR DISABILITIES DOES THE APPLICANT HAVE THAT WE SHOULD BE AWARE OF ?
13. ANY FURTHER COMMENTS
14. DO YOU RECOMMEND THIS APPLICANT AS A MEMBER OF OUR STAFF? _____ WHY?
15. WHAT SPECIAL CONTRIBUTIONS DO YOU FEEL THE APPLICANT WOULD MAKE TO THE CAMPING PROGRAM?

NAME OF REFERENCE _____ SIGNATURE _____

PHONE # _____ BEST TIME OF DAY TO REACH YOU BY PHONE _____

EMAIL ADDRESS: IF YOU WISH TO BE CONTACTED IN THIS WAY _____

PLEASE MAIL COMPLETED FORM DIRECTLY TO:

CROWSNEST LAKE BIBLE CAMP
VOLUNTEER COORDINATOR
BOX 250
COLEMAN, ALBERTA
T0K 0M0