

**2018**

**CEDARWOOD:**

**STAFF**

**APPLICATION**

# FROM THE DIRECTOR...

Hi and thank you so much for your interest in the ministry of Cedarwood!

We are so excited to see what God has in store for our staff community and the 800 campers destined to come through our doors this summer. Cedarwood is a bit of a different place. It's a place where we seek to build a Christ centred, Holy Spirit empowered community around the open hearted idea of welcoming unbelieving teenagers into authentic relationship with real people (counsellors) who also happen to be madly in love with Jesus!

**That's all just a big way of saying that we are passionate about two things at Cedarwood:**

- 1. We want the campers who come to Cedarwood to encounter the real, living Jesus Christ seeing that there is something special in the way the counsellors love that lines up with the what we're teaching about Christ.**
- 2. We love and seek to build a deep, sincere, lasting and Christ centred staff community!**

It may seem a little weird that we've said nothing about our program yet, but that's just the way we think about things at Cedarwood... the program exists simply to fuel relationship! That being said, we have one killer program, but check us out online for more info on our activities, skills and facilities.

Thank you for your desire to serve the Lord, and please let us know if He inclines you either to Cedarwood or to something else; we would love to keep you in our prayers. We're all called to be in this together for the building of the Kingdom of Heaven!

With eager expectation and deep sincerity,

Alex Wiebe  
Director of Cedarwood

**This is some important stuff. All staff must be able to sign their agreement to our Statement of Faith in good conscience, for it is the foundation of everything we do at Cedarwood.**

## **A. STATEMENT OF FAITH**

1. We believe the Bible to be the inspired, infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and His personal return to power and glory.
4. We believe that, for the salvation of lost and sinful men and women, regeneration by the Holy Spirit is essential.
5. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost - they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in Christ.

## **B. MISSION STATEMENT**

The mission of Youth for Christ is the following:

"To participate in the body of Christ in the responsible evangelism of youth, presenting them with the person, work, and teachings of Christ and discipling them into the church."

# Why Work at Cedarwood This Summer?

## **Bottom line: It's a place to experience God at work, through relationship and truth!**

God passionately loves each and every one of the teens that come to Cedarwood and He has an amazing plan for their lives. Each summer, we witness the powerful new life change that Jesus Christ brings to hundreds of teenagers who choose to open their hearts to Him. When the staff at Cedarwood allow themselves to be knit together with one another in Christ, He moves in ways that are beyond our imagination. Cedarwood is not only a place to see God at work, but it is a unique ministry opportunity with a specific focus on unchurched teenagers. If you have a strong desire to share the hope, grace and love of Christ with teenagers, then Cedarwood is the place for you.

## **It's a Place to Grow!**

Sharing your faith with others while living in authentic Christian community is a wonderful way to grow in your relationship with Jesus. You will be directly involved in introducing many teenagers to Jesus Christ this summer while being spiritually cared for by your peers and a personal mentor. It's not always easy, but in the process, your life will be changed in ways that you never anticipated!

## **Ministry Experience**

Because the orientation of your entire day will be ministry, you will gain experience at a rate that would not be possible in a less focused environment. This will be a big step forward in your understanding of what it takes to reach young people in our culture.

## **Skills Development**

You will learn and develop new skills ranging from music and drama to climbing and wakesurfing. You can even hone your archery tag sniper skills. Our commitment is to excellence in all areas, and your training is no exception. You will benefit from over two solid weeks of intense training while on salary, as well as receiving evaluation and input.

## **Personal Care and Adventure**

Camp is a place where you will learn the sort of life lessons about open hearted partnership and shared community. You will become part of a team that shares mutual care. You will experience the bonding of a challenging staff training period and the joy of sharing both a mid-summer break and an end-of-summer retreat. During camp, you will be part of a regular accountability and prayer group, have personal time off each day, and receive regular input and support from senior support staff. All this is part of our commitment to your personal growth throughout the summer.

## **Financial Benefits**

You will receive a salary plus the benefits of room and board, paid training, and subsidized certification programs. For details on this item, see "*Financial Policy*".

# SUMMER EMPLOYMENT OPPORTUNITIES

## 17 Week Spring / Summer Positions – \$6,000 (\$5,770 salary + \$230.00 vacation pay) April 30 – August 29

### 7 Week Spring Term Positions

- .. Assist with rental programs, skill instruction, food services, housekeeping, pre-season preparation, maintenance and construction. Duties will be assigned by the Facilities Director appropriate to skill level.
- .. **Pre-season Office Coordinator:** Duties: Work alongside the Director in Winnipeg to process camper registrations, represent Cedarwood to parents of campers and assist summer staff with require paperwork.

\*Follow it up with the 10 Weeks of Summer ministry. All 10 week positions include 2 full weeks of staff training.

- .. **Counsellor/Instructor:** Duties: In cabin counselling and instructing a skill area.
- .. **Videographer:** Duties: Shoot and produce a highlight video of each week of camp which camper can take home with them! (sweet gear provided)
- .. **Photographer:** Document just how awesome each week of camp is, post highlights to Facebook and Instagram each week. (sweet gear provided)
- .. **Camp Nurse:** Duties: Ensuring that campers and staff receive proper health care while at camp. (Some scheduling alternatives may be possible if not available for all 10 weeks.)
- .. **Camp Office Assistant:** Duties: To assist in the administrative duties under the supervision of Camp Office Coordinator.
- .. **Food Services:** Duties: To serve as part of a team providing food preparation and services.
- .. **Maintenance Staff:** Duties: To assist in the maintenance of camp facilities, grounds, program equipment and vehicles.

**Note:** All salaries are conditional on adequate support being raised.

**Note:** We also have exciting full time youth ministry positions in our year round discipleship program available in Winnipeg from September to May.

\* If you wish to only do a 10 week summer ministry position the terms are: \$3,500 (\$3,365 salary + \$135.00 vacation pay) June 17 – August 29

# FINANCIAL POLICY

Our summer staff financial policy is set up with the goal of providing a solid base for students to meet their educational financial obligations. Room and board is provided for all camp on-site positions at no charge.

Staff honorariums or salaries are raised through donation income. Each accepted applicant submits a list of names and addresses of potential supporters who will be contacted in raising the needed funds (i.e. friends, family, church members and others supportive of the applicant in their role in ministry). Youth for Christ then writes these people on the staff members behalf along with an invitation to contribute, together with a letter from the staff member. These letters introduce the ministry and outline both the applicant's position and invites them to donate to a designated fund for the staff person. Summer staff are encouraged to contact these potential supporters by phone answering any questions they might have regarding summer camp ministry opportunity. We also require staff to provide a mid-summer update letter and an end of summer report to their supporters.

Cedarwood is an effective ministry, worthy of support. Our commitment is to do all we can to help raise full support for each staff member. It has been a positive experience for staff to trust God and see Him provide for their needs.

Honorariums and salaries listed represent the earning potential for each staff position conditional on support raised. Raising support is part of the job requirement for all positions. Honorariums and salaries are paid based on donations received; however, if a Summer Staff (10 week position) member raises less than \$1500 for the entire summer, Cedarwood will make up the difference up to \$1500. For those working the preseason term as well (17 week positions) this number is increased to \$2000. All staff support surpluses are designated to a shortfall fund that is used to help those who don't raise their full support.

# Application Introduction

The most important qualifications for camp staff are by far the spiritual. The intensive nature of summer camp ministry sees that these are worked out in some very practical ways. Please read over the following criteria as a catalyst for thought and reflection...

**Age** – Counsellors must be at least 18 and have completed high school no later than June 2017. Maintenance and kitchen staff positions must be at least 18.

**Spiritual Qualifications** – evidence of a personal relationship of faith with Jesus Christ, a recognition that this relationship entails Christ's Lordship in every area of life, a conviction that Cedarwood is a place where God can use you, and a willingness to depend on God in faith and prayer to supply all the needs of the individual and the organization. These qualifications also include a willingness to subscribe to and affirm Cedarwood's statement of belief and lifestyle codes, which are designed to guide us in refraining from any conduct that might hinder the ministry to which Cedarwood is committed (These documents are available upon request and will be covered in detail with all accepted applicants). Also to be interested and willing to selflessly be a part of the Cedarwood community through serving and supporting others and being open to being served and supported by others for the glory of Christ.

**General Qualifications** – a willingness to serve and be directed by others, as well as a willingness to adapt to new situations and responsibilities. Because of the nature of this ministry, any of us may be required to help in areas and do jobs for which we were not specifically hired. Serving Jesus anywhere we can!

**Physical Qualifications** – General evidence of your ability to handle the job requirements, and general evidence of the mental stability required for living and working in a close-knit community group. Good physical health is essential as the pace is demanding.

**Skills Qualifications** – are important but not mandatory. In order to run the program of excellence that campers have come to expect from Cedarwood, a number of specialized skills are needed. Training is often available for various skills.

**Emotional Qualifications** – Cedarwood is an intense ministry environment that requires above average emotional health and strength.

**NOTE:** All staff will be required to complete and successfully pass both a **Police Check** and a **Child Abuse Registry check**.

## Directions:

Please complete all sections of the following document. If you are applying for a position which requires skills not listed (e.g. cook), please record your qualifications and experience on a separate piece of paper.

# Cedarwood Summer Staff Application

(Please print or type)

Name: \_\_\_\_\_ e-mail: \_\_\_\_\_

Position Applying For: \_\_\_\_\_

Present Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Phone: \_\_\_\_\_

Available at above address from: \_\_\_\_\_ to: \_\_\_\_\_

Permanent Address (if different than above):

\_\_\_\_\_ City: \_\_\_\_\_

Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_ Phone: \_\_\_\_\_

Staff training begins on **June 17** and summer finishes on **August 29**;

In an effort to build a sustained community throughout the summer we require staff to be present for the full 10 weeks of summer. Time off for weddings and family events is available, but to be discussed with the Director. Are there any dates you know of now that will require you to take time off during the summer? \*

\_\_\_\_\_

\* Please note that all time off request are granted at the discretion of the director

## Personal Information

Birthdate: \_\_\_\_\_ Citizenship: \_\_\_\_\_

Church: \_\_\_\_\_ Church Denomination: \_\_\_\_\_

Present Occupation: (indicate "student" if in school):

## Education Record

Institution Prov. Yrs Attended Year Grad. Degree Major \_\_\_\_\_

High School \_\_\_\_\_

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Bible College or Discipleship School (Capernwray, YWAM, etc.)

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College/University

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Other

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## Health

Have you missed any school or employment in the past year for health reasons? How long and for what reasons?

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How would you describe your emotional health over the past year?

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Camp life can be stressful at time. Some campers come from difficult situations at home, have behavioural issues, or are extremely homesick. How do you handle stressful situations and are there any factors which impact this? (ie. anxiety, depression, etc.)

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4. What has been your involvement in counselling (helping people)?  
Please indicate formal/informal training or experience.

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5. At Cedarwood, we expect you to maintain a meaningful relationship during the winter with the campers you counsel during the summer. In your opinion, what constitutes a meaningful relationship?

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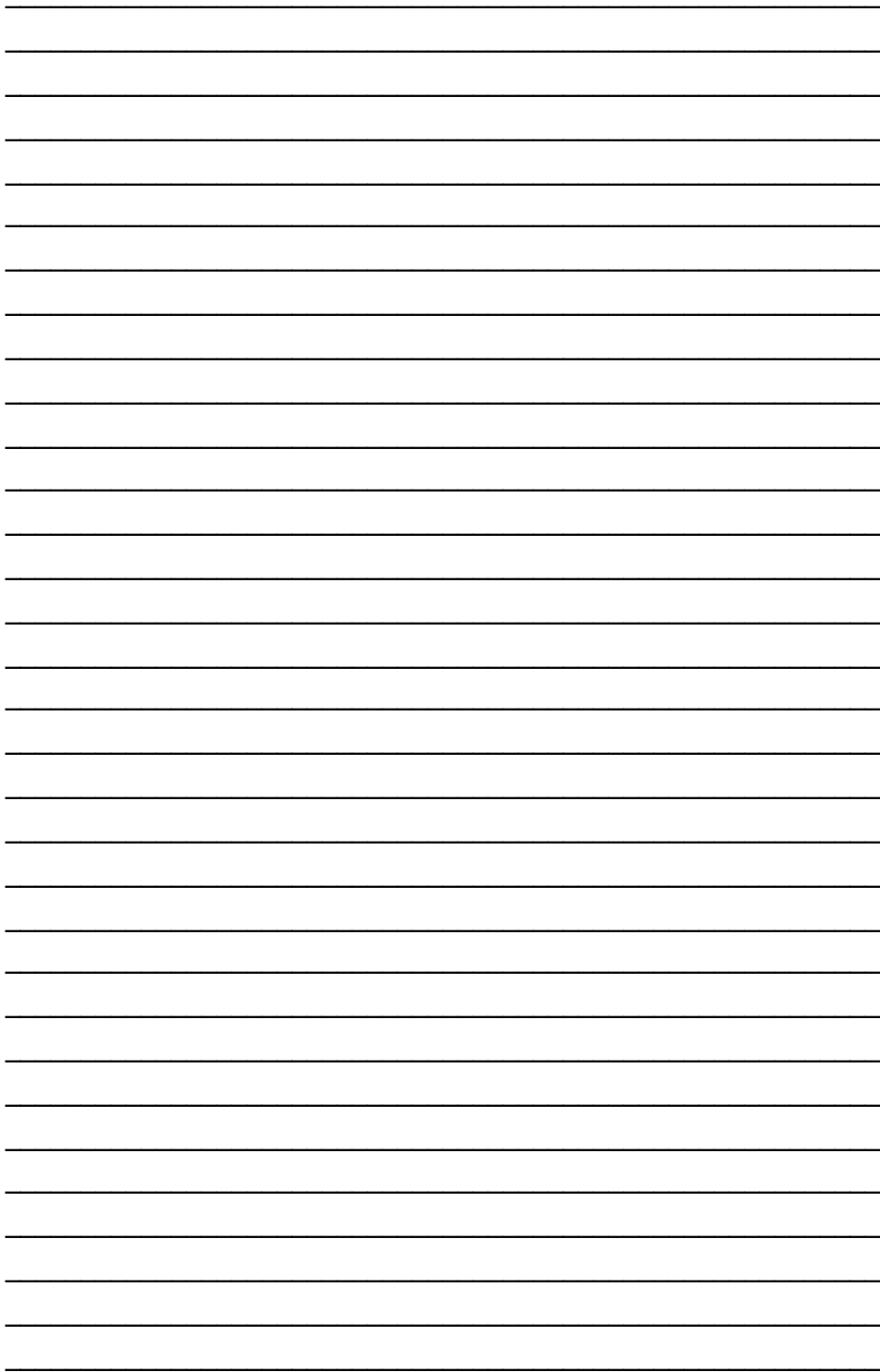
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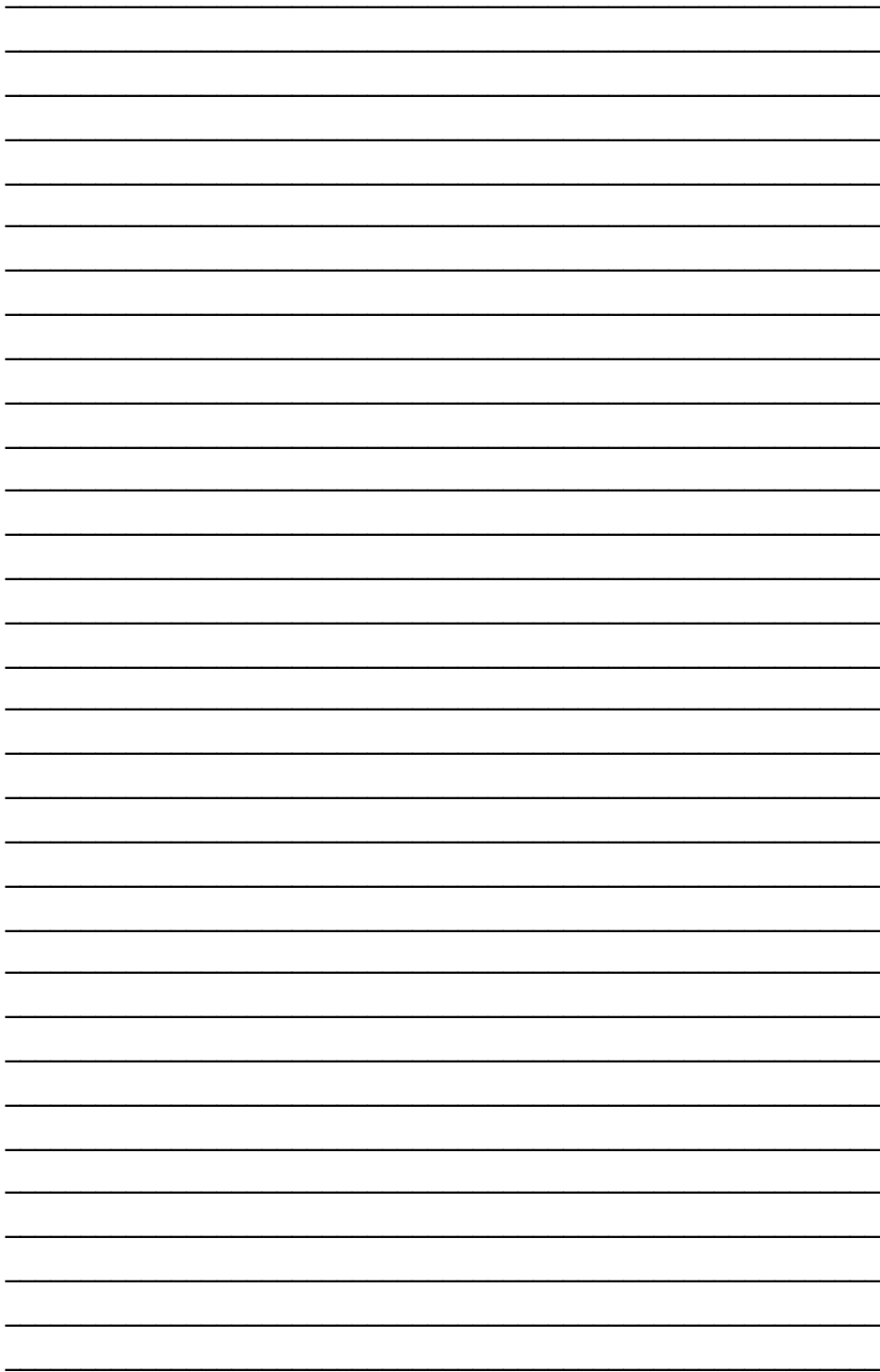
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# Camping Skills and Experience

1. State briefly your experience as a camper or staff member in a camp setting (indicate camp attended):

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2. Do you play any of the following musical instruments:

Keyboards             Guitar (acoustic)     Guitar (bass)  
 Drums/Percussion  Guitar (electric)     Other: \_\_\_\_\_

Do you have any experience as a soloist or ensemble singer? If yes, which type and what level of experience, and musical styles are you comfortable with?

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3. What areas of camp programming would you most like to be involved in? (dramas, music, comedy skits, games etc.).

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4. Camp life involves a rigorous schedule, living in close proximity with others, and a willingness to sacrifice personal rights for the good of the group and ministry. How do you feel about this?

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## Skills Profile

1. Please indicate whether you could teach any of the following skills, and list your experience and certification. If you would like to learn some of these skills before the summer or during staff training, please include that information as well.

a. Swimming/Lifeguarding: (Levels and/or certification)

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b. Canoeing:

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c. Water-skiing/Wakeboarding/Wake Surfing:

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d. Kayaking:

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e. Skateboarding:

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f. Volleyball:

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g. Sailboarding:

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h. Rock Climbing/Sport Climbing:

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i. Mountain Biking:

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j. Archery:

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k. Photography:

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l. Creative type stuff (ie, painting, jewelry making, etc. We call it Creative Explosion!):

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# General Skills

1. What training do you have in First Aid and/or CPR?

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2. What training/experience do you have in boat driving? (Please indicate type and size of boat and amount of experience, certification )

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3. Do you currently have a valid drivers licence? Province:

\_\_\_\_\_ Class: \_\_\_\_\_

Are you willing or interested in obtaining your class 2 or your class 4 in order to drive van or bus?

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(If you have a valid class 2 or 4, please include a photocopy of your driver's license)

4. What is your highest level achieved in swimming?

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Are you interested or willing in becoming a lifeguard? Every year we train NLS lifeguards! The training is full time and considered part of a spring term position with us. That means that you would be able to be trained as a lifeguard for free while getting paid! The training will likely take place in Winnipeg from May 21st - June 15th 2018, weekdays from 9am-5pm.

Are you interested?

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# References

Please provide us with the name, address, and phone number of the three references you will be using. These need to be: the relative who is closest to you, employer / teacher, and pastor. If such persons are not available, please indicate what you have chosen as a reasonable substitute.

	Name	Address	Phone Number
1. Relative			
2. Employer/ Teacher			
3. Pastor			

Thank you for taking the time to read through and complete this application. We are trusting God for a team of committed summer missionaries who are willing to give 100%. Perhaps Cedarwood will be your place of service this summer. **Keep praying!**

Please indicate by your signature below that you have completely and truthfully answered the questions in this application.

Signature \_\_\_\_\_ Date \_\_\_\_\_

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