

# 2020 SUMMER STAFF 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 summer 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 written by the staff member. These two letters will introduce the ministry, outline the applicant's position, and invite them to donate to a designated fund for the staff person. Summer staff are encouraged to contact these potential supporters by phone or email answering any questions they might have regarding their summer camp ministry opportunity. We also require staff to send a mid-summer update and an end of summer letter to their supporters.

Cedarwood is an effective ministry and 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.

The honorarium and salary listed represents the earning potential for each staff position conditional on support raised. Sending out letters, updates and raising support is part of the job requirement for all positions. Honorariums and salaries are paid based on donations received up to the maximum level of \$450/week; however, if a Summer Staff member raises less than \$200/week, Cedarwood will make up the difference up to \$200/week. For returning staff that number is raised to \$225/week. All support surpluses are designated to a shortfall fund that is used to help those who don't raise their full support.

Cedarwood is a ministry of Youth for Christ and is a "faith based" ministry funded by donations to the charity. Accepting a summer ministry placement at Cedarwood is a commitment to serve as a missionary volunteer in exchange for food and lodging and any available honorarium\* Any compensation as a missionary volunteer is not to be considered salary, but an honorarium based on donation money received and designated to ones personal support account managed by Youth for Christ.

\*Less required deductions. I.e. CPP, EI, etc.