



Giving  
Hope  
Today

**THE SALVATION ARMY  
NEWFOUNDLAND & LABRADOR DIVISION  
CAMPING MINISTRIES**



*"...Providing you with a  
Great Camping Experience."*

**2010 APPLICATION KIT**

## **Camp Starrigan Ministry – Introduction and Purpose**

Camp Starrigan is owned and operated by The Salvation Army and serves campers from many different backgrounds and religious affiliations. Being a part of the ministry team at camp will mean that you will agree to serve God through the avenue of camp ministry and that you will participate whole-heartedly, demonstrating an attitude of servanthood, cooperation and compassion to whom and with whom you minister.

The effectiveness of camp ministry is dependent upon the people who plan, implement and participate in every facet of camp programming and operations. Nothing happens in a vacuum, however, every person's contribution is invaluable to a successful camping season. The camp staff can function adequately as a team only when each member cooperatively fulfills their own responsibility and gives regard to the total results. A complete staff handbook will be given to all successful applicants which will fully explain the philosophy, policy and procedures of the Camping Ministry. High regard for its content will show both Christian maturity and the desired team approach which makes Camp Programming run smoothly and successfully.

The Divisional Youth Leaders/Camp Directors are available to answer your questions about anything contained within this kit. Contact information is found on the application form.

NL Camping Ministries exists to provide a camp experience which contributes to the physical, spiritual and mental development of every camper through its activities, personal relationships and community living.

### **2010 Summer Camp Schedule (Program Staff Required)**

June 28-20, July 2-3	Staff Orientation
July 5-9	Holiday Camp #1
July 12-16	Holiday Camp #2
July 29-23	Holiday Camp #3
July 23-25	Mom's and Kid's Camp
July 26 – 29	Pioneer Camp
August 2-6	JYC or VBS

## **Our Expectations of Ministry Team Members**

The Salvation Army Camp Starrigan is a Christian camp. As such, camp policies and procedures reflect the values and spirit of the Bible. Every ministry team member is expected to uphold these values as a crucial part of the camp's mission.

### Honesty

It is expected that all ministry team members will be open and honest in their interactions with others. Lying or deceptive behaviour is not acceptable.

### Purity

A high Christian standard of male/female relationships is expected. Wholesome relationships are supported. **Visits to living quarters of the opposite sex is strictly forbidden and are grounds for immediate dismissal.** Occasionally, relationships develop between members of the team. When this occurs, it is expected that acceptable behaviour will be evidenced at all times.

**It is expected that NO such relationship will develop between staff and camper. If such a relationship does develop you will be dismissed.**

In order to provide a positive role model for the campers, each team member must be careful with their attire. Clothing with words or pictures that promote sexual relations, profanity, alcohol, drugs, etc. are not to be worn. Clothing should be of appropriate length and decent fit.

We do not permit the use of cigarettes, alcoholic beverages, or non-prescription drugs during the camp season. **Use of these substances during the term of the team member's stay at camp will result in dismissal and / or police action.**

Purity also involves the activities we use for recreation. Books, music and movies with foul language, violence, and / or sexual themes are inconsistent with Christian character. Discretion should be exercised.

### Integrity

As a member of the camp ministry team you are expected to conduct yourself, both at work and away, in a manner that will in no way embarrass or discredit the work of the camp or The Salvation Army, but rather enhance it. No-one is perfect, and no team member is expected to be perfect in every area, but the overall tone of a team member's life should reflect Christian character.

Camp, like all forms of ministry and service, can be very draining. To maintain a consistent level of performance and witness, camp staff members need to take care of themselves physically, emotionally, and spiritually. To assist with this, the camp will hold daily devotions and occasional worship services. All are expected to attend.

### Respect for persons and property

Camp ministry team members need to model respect in their dealings with all other persons. Profane, racist or abusive language should not be used at any time. Words have a great power to hurt or to heal, and ministry team members should always try to build others up with their words.

It is the responsibility of each person to keep both their living quarters clean and orderly and to share the responsibility for keeping the entire camp clean, orderly, and in good condition. Damage to camp property will result in a deduction from salary equal to the cost of repairs or replacement and could lead to your dismissal.

### Concern for Others

**The primary responsibility of every Ministry Team member is the welfare of the camper.** Ministry Team members' interests are secondary to those of the campers. No Ministry Team member, regardless of job description, works in isolation from the concerns of the campers.

## **Who is The Salvation Army?**

### **IDENTITY STATEMENT**

The Salvation Army is an international Christian church. Its message is based on the Bible; its ministry is motivated by love for God and the needs of humanity.

### **MISSION STATEMENT**

The Salvation Army exists to share the love of Jesus Christ, meet human needs and be a transforming influence in the communities of our world.

### **CORE VALUES**

- Salvation
- Holiness
- Intimacy with God
- Compassion
- Respect
- Excellence
- Integrity
- Relevance
- Co-operation
- Celebration

## The Salvation Army's Doctrines

1. **We believe** that the Scriptures of the Old and New Testaments were given by inspiration of God, and that they only constitute the Divine rule of Christian faith and practice.
2. **We believe** that there is only one God, who is infinitely perfect, the Creator, Preserver, and Governor of all things, and who is the only proper object of religious worship.
3. **We believe** that there are three persons in the Godhead-the Father, the Son and the Holy Ghost, undivided in essence and co-equal in power and glory.
4. **We believe** that in the person of Jesus Christ the Divine and human natures are united, so that He is truly and properly God and truly and properly man.
5. **We believe** that our first parents were created in a state of innocency, but by their disobedience they lost their purity and happiness, and that in consequence of their fall all men have become sinners, totally depraved, and as such are justly exposed to the wrath of God.
6. **We believe** that the Lord Jesus Christ has by His suffering and death made an atonement for the whole world so that whosoever will may be saved.
7. **We believe** that repentance towards God, faith in our Lord Jesus Christ, and regeneration by the Holy Spirit, are necessary to salvation.
8. **We believe** that we are justified by grace through faith in our Lord Jesus Christ and that he that believeth hath the witness in himself.
9. **We believe** that continuance in a state of salvation depends upon continued obedient faith in Christ.
10. **We believe** that it is the privilege of all believers to be wholly sanctified, and that their whole spirit and soul and body may be preserved blameless unto the coming of our Lord Jesus Christ.
11. **We believe** in the immortality of the soul; in the resurrection of the body; in the general judgment at the end of the world; in the eternal happiness of the righteous; and in the endless punishment of the wicked.



## THE SALVATION ARMY 2010 Summer Ministry Team Agreement

**Name:** \_\_\_\_\_

**Ministry Position:** \_\_\_\_\_

**Dates:** \_\_\_\_\_

**Salary per week:** \_\_\_\_\_

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I hereby accept the position listed above, which is a ministry position at Camp Starrigan commencing and concluding on the dates indicated. I understand that the purpose of Camp Starrigan is to see campers of all ages come to a knowledge of Jesus Christ as their personal Lord and Saviour, to grow in a relationship with Him, and to teach Christian values and principles. In order that this purpose may be realized, I will wholeheartedly contribute to the ministry and operation of Camp Starrigan. In support of these objectives and principles:

1. I will seek to set a good Christian example for the campers.
2. I will seek to maintain a close and growing relationship with my Lord and Saviour, Jesus Christ.
3. I will function within the bounds of all camp rules.
4. I will maintain high standards of performance in my ministry position as detailed in the Summer Ministry Team Handbook, and will strive to maintain a "team effort" as I go about performing my responsibilities.
5. I will govern my personal conduct so as to set a positive community example as a representative of Camp Starrigan. Recognizing that I will be a role model to the campers and other staff members, my interpersonal relationships with others must be of the highest Christian standard. Further, I understand that my quarters are out of bounds for members of the opposite sex.
6. I understand the importance and necessity of contributing to the reputation of The Salvation Army and Camp Starrigan while on the camp property, in the local community, and the community at large. Therefore, while involved at Camp Starrigan, I will refrain from the use of alcoholic beverages, non-prescription drugs and tobacco. I will refrain from attending drinking establishments or participating in gambling.
7. I understand that, for safety reasons, team members may not leave the camp grounds without the prior approval of the Camp Director or their designate.
8. I hope to benefit from the camp experience by: growing in my relationship with Jesus Christ; fostering and encouraging the faith of campers; participating in Camp activities; and having fun.
9. I will receive one camp shirt to be worn on the opening day and closing day of each camp.
10. I may be asked to assist in other areas of work depending upon the needs of the camp, and that this will likely include interaction with campers on a Christian faith basis.
11. By signing this agreement, I am making a commitment to work at Camp Starrigan. I will not renege on this commitment before or during the dates noted above, without giving adequate notice as stated in the manual.
12. I understand that if my performance is below standard or if I fail to uphold all camp rules, policies and procedures that I may be released from my position.

*I have read fully and understand the above agreement.*

\_\_\_\_\_  
**Signature of Applicant**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Signature of Parent/Guardian (if under 18 years of age)**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Signature of Camp Director**

\_\_\_\_\_  
**Date**

## **2010 Staffing Requirements**

### **Program Director (18 years old minimum) \$480.00/week**

To ensure efficient running of all camp program including set up, takedown, give direction to program staff, act as liaison to Camp Director and first point of contact for problems regarding campers, schedule and staff issues.

Dates – May 24<sup>th</sup> – August 13<sup>th</sup> (12 weeks)

### **Assistant Program/Bible Director (18 years old minimum) \$460.00/week**

To develop and implement the Bible/Worship component of the Camp program. To assist and work in cooperation with the Program Director.

Dates – May 24<sup>th</sup> – August 13<sup>th</sup> (12 weeks)

### **Counselor (16 years minimum) \$400.00/week**

Supervising the children both day and night. Provide guidance and friendship to those in your care. Participation in camp program as required.

Dates – June 28<sup>th</sup> – August 13<sup>th</sup> (7 weeks)

*12 Positions available*

### **Lifeguard / Recreation Director (17 years minimum) \$480.00/week**

Supervise the waterfront activities. Make sure guidelines and policies are being observed. Participation in camping program as required. Applicants must have current lifeguarding requirements. Please attach with application.

As recreation director you must plan activities for campers on a daily basis. These activities will take place outside when the weather is suitable, otherwise activities will be scheduled to take place inside.

Dates – June 28<sup>th</sup> – August 13<sup>th</sup> (8 weeks)

### **Nurse (17 years minimum) \$480.00/week**

To provide all health care, ensuring and protecting proper health and safety of all campers and staff. Supervise children especially those with medications. Serve as a liaison with local Physician located at Musgravetown or Clarendville and arranging any emergency and ambulance trips to Clarendville Hospital. 2<sup>nd</sup> Year Nursing student/Lifeguard with first Aid.

(June 28<sup>th</sup> – August 13<sup>th</sup> (8 weeks).



*Christian Camping Mission Statement*

*To serve the total personality of campers Spiritual, educational, social and recreational needs, through a creative and healthy experience in cooperative group living; to share the gospel of Jesus Christ with all campers.*

## 2010 Camp Ministry Team Application

Name : \_\_\_\_\_  
Last First Initial

Address: \_\_\_\_\_ Email: \_\_\_\_\_

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

Telephone: \_\_\_\_\_

Birthdate: \_\_\_\_\_ Male: \_\_\_\_\_ Female: \_\_\_\_\_

**POSITION APPLIED FOR (Please see Application Kit for position listings and prioritize your choices)**

1. \_\_\_\_\_

2. \_\_\_\_\_

### EDUCATION

High School \_\_\_\_\_ Year Completed \_\_\_\_\_

As of June 2010

College / University \_\_\_\_\_ Year Completed \_\_\_\_\_

As of June 2010

Other (Please specify) \_\_\_\_\_

### Awards or Certificates

Valid Driver's License: Yes \_\_\_\_\_ No \_\_\_\_\_

Swimming \_\_\_\_\_ First Aid \_\_\_\_\_ CPR \_\_\_\_\_

Other (child Care, coach, maintenance, referee, etc.) \_\_\_\_\_

Do you plan to take any further certification prior to this camping season?

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please list course \_\_\_\_\_

Do you have a valid Driver's License? \_\_\_\_\_

**ARTS**

- Crafts  
 Drama  
 Music - Song Leading  
 Music - Guitar  
 Music - Piano  
 Other \_\_\_\_\_

**NATURE**

- Campfires  
 Nature Studies  
 Orienteering  
 Out - trips  
 Camp - Outs  
 Other \_\_\_\_\_

**SPORTS**

- Baseball  
 Basketball  
 Canoeing  
 Football  
 Soccer  
 Volleyball

**MISCELLANEOUS**

- Bible  
 Storytelling  
 Cooking  
 Devotions  
 Other \_\_\_\_\_

State briefly your previous experience as a camper or camp staff member and position (indicate camp).

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**Work Experience**

1. Organization \_\_\_\_\_ Supervisor \_\_\_\_\_  
 Address \_\_\_\_\_ Telephone \_\_\_\_\_  
 Your Position \_\_\_\_\_  
 Period of Employment: From \_\_\_\_\_ To \_\_\_\_\_
2. Organization \_\_\_\_\_ Supervisor \_\_\_\_\_  
 Address \_\_\_\_\_ Telephone \_\_\_\_\_  
 Your Position \_\_\_\_\_  
 Period of Employment: From \_\_\_\_\_ To \_\_\_\_\_
3. Organization \_\_\_\_\_ Supervisor \_\_\_\_\_  
 Address \_\_\_\_\_ Telephone \_\_\_\_\_  
 Your Position \_\_\_\_\_  
 Period of Employment: From \_\_\_\_\_ To \_\_\_\_\_

**References (Non-Relatives)**

(Please note that your references may be contacted)

1. Name \_\_\_\_\_ Telephone \_\_\_\_\_  
 Address \_\_\_\_\_  
 Postal Code \_\_\_\_\_ Occupation \_\_\_\_\_
2. Name \_\_\_\_\_ Telephone \_\_\_\_\_  
 Address \_\_\_\_\_  
 Postal Code \_\_\_\_\_ Occupation \_\_\_\_\_
3. Name \_\_\_\_\_ Telephone \_\_\_\_\_  
 Address \_\_\_\_\_  
 Postal Code \_\_\_\_\_ Occupation \_\_\_\_\_

## Applicant's Statement

**Do you have a current Police Record Check?**

Yes \_\_\_\_ No \_\_\_\_

If you have not had a Police Record Check in the last 3 years, you must go to a local Police Department to process one. Verification of this police clearance must be received by DHQ before you will be confirmed in your employment.

**All employees of The Salvation Army Camp Starrigan are requested to complete a Police Record Check and to be cleared by the Salvation Army Abuse Registry. This is a personal expense and a condition for employment with The Salvation Army.**

*I, the undersigned, state that all the information given in this application is correct and true. I understand that any discrepancies may result in my dismissal. I consent to any necessary verifications of this information. I have read and understand the staff application package, and agree to abide by its guidelines. I have read and agree with the Salvation Army and camp mission statements.*

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

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

Signature of Parent/Guardian (if under 18)

**Application Deadline  
April 2<sup>nd</sup>, 2010**

### **Camp T-Shirts**

If accepted, the size I would prefer is:

Youth Med \_\_\_ Youth L \_\_\_

Adult S \_\_\_ M \_\_\_ L \_\_\_ XL \_\_\_ XXL \_\_\_

**Please return to:**

**The Salvation Army - Youth Dept.  
c/o Captain Guy Simms  
NL Divisional Headquarters  
21 Adams Avenue  
St. John's, NL. A1c 4Z1  
Tel: (709) 579-2022  
Fax: (709) 576-7034**

# 2010 SUMMER CALENDAR

## June

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	28 STAFF ORIENTATION	29 STAFF ORIENTATION	30 STAFF ORIENTATION			

## July

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 CANADA DAY <b>OFF</b>	2 STAFF ORIENTATION	3 STAFF ORIENTATION
5 STAFF ORIENTATION	4 HOLIDAY CAMP #1	5 HOLIDAY CAMP #1	6 HOLIDAY CAMP #1	8 HOLIDAY CAMP #1	9 HOLIDAY CAMP #1	10 <b>OFF</b>
11 <b>OFF</b>	12 HOLIDAY CAMP #2	13 HOLIDAY CAMP #2	14 HOLIDAY CAMP #2	15 HOLIDAY CAMP #2	16 HOLIDAY CAMP #2	17 <b>OFF</b>
18 <b>OFF</b>	19 HOLIDAY CAMP #3	20 HOLIDAY CAMP #3	21 HOLIDAY CAMP #3	22 HOLIDAY CAMP #3	24 HOLIDAY CAMP #3	24 MOM'S & KID'S CAMP
25 MOM'S & KID'S CAMP	26 PIONEER CAMP	27 PIONEER CAMP	28 PIONEER CAMP	29 PIONEER CAMP	30	31

## August

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 <b>JYC</b>	3 JYC	4 JYC	5 JYC	6	7 Sr. MUSIC CAMP <b>OFF</b>
8 Sr. MUSIC CAMP <b>OFF</b>	9 Sr. MUSIC CAMP <b>VBS</b>	10 Sr. MUSIC CAMP <b>VBS</b>	11 Sr. MUSIC CAMP <b>VBS</b>	12 Sr. MUSIC CAMP <b>VBS</b>	13 Sr. MUSIC CAMP <b>VBS</b>	14 Sr. MUSIC CAMP <b>OFF</b>





**Authorization**

1. I hereby authorize The Salvation Army to conduct whatever searches it deems necessary, including a Police Records Search, to confirm that the information set out above is accurate and complete.
2. I hereby authorize The Salvation Army to conduct a search of all Child Abuse Registries maintained in Canada to confirm that I am not listed as a child abuser.
3. I hereby agree that, immediately upon request, I shall provide The Salvation Army with whatever consents and authorizations it requires to conduct the searches which are contemplated in paragraphs 1 and 2 above.
4. I hereby authorize any individual or organization, including any organization which maintains a Child Abuse Registry, and their agents, employees and representatives, to provide The Salvation Army with any information which they have regarding my character and fitness for work with children. I hereby release all such organizations and individuals from all claims, demands, actions and causes of action whatsoever, which may in anyway arise out of the provision of such information to The Salvation Army.

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Applicant

\_\_\_\_\_  
Name (please print)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date