

Box 40 • Arnes • Manitoba • R0C 0C0 • Canada  
 Phone: (204)-642-7618 • Fax: (204) 642-9437



Dear potential Summer Staff,

For more than 60 summer Camp Arnes has been hiring young people who have been called by name to serve in the camping ministry, thank you for considering this camp to be part of your summer.

We pray that through this ministry, He will be glorified by our service to the body of Christ and our community through relationships, programs and services that promote evangelism and discipleship. God may call you to minister here, to play a powerful role in the discipleship of others; please be open and honest in completing each section of this application.

Once we have received your completed application form, an interview time will set up so that we can get to know you even better. For any other questions or information please email [mhardy@camparnes.com](mailto:mhardy@camparnes.com) or contact Matt within Manitoba toll free at 1-888-642-7618. or 1.204.642.7618 (onsite) or 1-204-641-5014 (cell).

**This application and all its contents will be kept confidential by the managing team at Camp Arnes.**

For Summer Staff, it is vital that you are a part of Staff Training, June 26-July 4, 2011. Camp begins on July 5 and runs until August 30, 2012. With a Summer Celebration Banquet being planned for the end of the summer.

If you are applying for Spring Staff, please note that you are committing to be a part of camp from April 27-August 30, 2012.

For those applying for one of the positions on the Summer Leadership Team, please note that you are committing to be a part of camp from June 11-August 31, 2012; unless you are a part of Spring Staff which would make your commitment from April 27 - August 31, 2012.

Application Process Check List:

- Complete application.
- Distribute 3 reference forms (or have them go online to complete it).
- Request information about Share-a-Days wage; if you wish to participate.
- Email jpeg photo for prayer cards to [shauna@camparnes.com](mailto:shauna@camparnes.com)

God Bless,

The Camp Arnes Leadership Team

<b>Pay Grid</b>				
First Yr. Staff	Second Yr. Staff	Third Yr. Staff	Spring Staff	Summer Leadership
\$200	\$215	\$230	\$230	\$250
Ask about our <b>Share-A-Days Wage</b> program where you can earn up to an extra \$600 a week.				





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**Tell Us About Your Employment History (most recent employment first):**

Employer's Name and Address	Phone Number	Dates Employed (from/to)	Position/Responsibility
e.g. Joe Smith 173 Norbert Ave.	(204) 222-2222	2006-2007	cashier

**Tell Us About Your References:**

Please list three professional people (including your pastor) or former employers (no relatives please) who are familiar with your character and qualifications. These are the people to whom you should be mailing your references forms for them to complete and mail to us. If such people are not available, please indicate who you have chosen as a responsible substitute. We may contact these people. Your signature at the end of the application is your authorization of release of information by them.

Name	Position	Phone Number	Relationship
			General
			Pastor / Christian Influence
			Teacher / Employer

**Tell Us About Your Camping Experience:**

1. Have you ever experienced summer camp as a guest? (please specify where and when, as well as a little about those experiences)
  
  
  
  
  
  
  
  
  
  
2. Have you volunteered with a camping organization before? (What role and what capacity)
  
  
  
  
  
  
  
  
  
  
3. Do you have any limitations that we need to be aware of? (eg. Heavy lifting)  No  Yes (please explain)
  
  
  
  
  
  
  
  
  
  
4. List any friends or relatives that have worked with us, currently or in the past (other than your spouse, if applicable):

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## Tell Us About Yourself (please fill out on a separate piece of paper)

We desire that Camp Arnes have a distinctly Christian atmosphere and influence. Though campers come from many religious backgrounds, all are included in Wigwam services, grace before meals, Bible Ex, etc. All staff members participate in leading campers in these Christian initiatives and, in addition, staff are expected to live exemplary Christian lives before campers and staff alike. In applying for a staff position, you subscribe to high moral, ethical, and spiritual goals, and give assurance that you will try to lead your campers to a personal relationship with Christ. To help us better understand your feelings about our Christian approach to camping, please answer the following questions in your own terms:

**1. Please write your personal testimony and include all of the following subjects:**

- The circumstances of your personal conversion to Christ & your personal, daily relationship with God.
- Why you want to work in a Christian camp & how you feel your talents and skills could be useful here.
- Your involvement in ministry (include information about your church and other groups you fellowship/ minister with).

**2. Name three or more goals you would make for yourself personally if you are hired at Camp Arnes.**

**3. How do you approach Conflict? Give an example of conflict you have experienced with someone that you feel was resolved well, as well as an example of one that you feel ended poorly.**

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### Objective Evaluation

	Poor		Average				Good		Superior	
Teachability	1	2	3	4	5	6	7	8	9	10
Ability to follow instructions	1	2	3	4	5	6	7	8	9	10
Outgoing	1	2	3	4	5	6	7	8	9	10
Emotional Balance	1	2	3	4	5	6	7	8	9	10
Fulfilling obligations	1	2	3	4	5	6	7	8	9	10
Sense of humour	1	2	3	4	5	6	7	8	9	10
Promptness	1	2	3	4	5	6	7	8	9	10
Willingness to serve others	1	2	3	4	5	6	7	8	9	10
Leadership ability	1	2	3	4	5	6	7	8	9	10
Ability to get along with others	1	2	3	4	5	6	7	8	9	10
Trustworthiness	1	2	3	4	5	6	7	8	9	10
Enthusiasm	1	2	3	4	5	6	7	8	9	10
Temper control	1	2	3	4	5	6	7	8	9	10
Ability to work with children	1	2	3	4	5	6	7	8	9	10
Ability to work with youth	1	2	3	4	5	6	7	8	9	10

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## Tell Us About Your Availability

Please indicate **ALL** weeks you expect to be available by checking the appropriate box(es). On the line **below** the dates, please indicate any days **during** the week that are you requesting to have off (for example, to attend a family wedding/ University course sign up etc). **IT IS EXPECTED** that ALL staff attend and participate in all aspects of staff training. If you are on the Summer Leadership Team, you are also **expected** to attend the Leadership Team Training week.

**I am applying for Spring Staff (April 27-August 30, 2012)**

Please choose your top 3 choices for the spring of camp - May - June (1 being first and 3 last choice)

- |   |  |  |  |                                   |                                    |
|---|--|--|--|-----------------------------------|------------------------------------|
| <input type="checkbox"/> Resource Staff | <input type="checkbox"/> Kitchen Staff | <input type="checkbox"/> Dining Hall Staff | <input type="checkbox"/> Maintenance Staff | <input type="checkbox"/> Wrangler | <input type="checkbox"/> Lifeguard |
|---|--|--|--|-----------------------------------|------------------------------------|

**Are you available all summer (June 26 - August 30)?**  Yes  No

If not, please indicate all weeks that you are available to serve:

- |  |   |                                       |   |
|--|---|---------------------------------------|---|
| <input type="checkbox"/> Leadership Team Training: June 11-24 (mandatory for all Leadership Staff) |   |                                       |   |
| <input type="checkbox"/> Staff Training: June 26-July 7 (mandatory attendance)                     | <input type="checkbox"/> July 5-7 (Teddy Bear Camp) |                                       |   |
| <input type="checkbox"/> July 9-14   | <input type="checkbox"/> July 16-21                 | <input type="checkbox"/> July 23-28   | <input type="checkbox"/> July 30- August 4              |
| <input type="checkbox"/> August 6-11   | <input type="checkbox"/> August 13-18               | <input type="checkbox"/> August 20-25 | <input type="checkbox"/> August 27-30 (Teddy Bear Camp) |

Any other requests for dates off? \_\_\_\_\_

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## Tell Us What You Would Like To Do:

*Camp Arnes looks for staff who are will commit to the entire summer (July & August).*

*(Please mark the positions you are applying for in the order of preference: 1,2,3,etc)*

**Leadership Staff:**

- Summer Program Director
- Activity Leader
- Explorer Camp Leader- Guy
- Explorer Camp Leader- Girl
- Challenger Camp Leader- Girl
- Challenger Camp Leader- Guy
- Sr. High Camp Leader (couple)
- Worship Leader

**Cabin Leaders :**

- Teddy Bear (age 6-7)
- Day Camp (age 7-10)
- Explorer (age 8-10)
- Challenger (ages 11-13)
- Canoe Trip (age 12-15)
- Drama (age 12-15)
- Ranch (age 12-15)
- Paintball (age 12-15)
- Stoker (age 14-15)
- Crew (age 15-17)
- Ignite (16-17)

**Program Staff:**

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li><input type="checkbox"/> Explorer Activity Instructor</li><li><input type="checkbox"/> Archery Instructor</li><li><input type="checkbox"/> Arts &amp; Crafts Instructor</li><li><input type="checkbox"/> Canoeing Instructor</li><li><input type="checkbox"/> High Ropes Instructor</li><li><input type="checkbox"/> Kayaking Instructor</li></ul> | <ul style="list-style-type: none"><li><input type="checkbox"/> Lifeguard</li><li><input type="checkbox"/> Nature Hike Instructor</li><li><input type="checkbox"/> Wall Climbing Instructor</li><li><input type="checkbox"/> Woodworking Instructor</li><li><input type="checkbox"/> Wrangler</li></ul> |
|--|--|

**Program Coordinators:**

- Canoe Trip Leader
- Integrations Coordinator
- Paintball Coordinator
- Stoker Camp Leader
- Waterfront Coordinator

**Cross Ministries Staff:**

- Tuck Shop Coordinator
- Tuck Shop Staff
- Videographer / Photographer (submit portfolio)

**Operations Staff :**

- Kitchen
- Dining Hall
- Maintenance

**Additional Gifts (Skills)**

Check the following gifts that you feel you would like to use at camp this summer.

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li><input type="checkbox"/> Vocalist</li><li><input type="checkbox"/> Drums</li><li><input type="checkbox"/> NLS</li></ul> | <ul style="list-style-type: none"><li><input type="checkbox"/> Piano/Keyboard</li><li><input type="checkbox"/> Guitar/Bass</li><li><input type="checkbox"/> Other: _____</li></ul> |
|---|--|

## Camp Arnes Statement of Faith

**Bible** We believe that the whole Bible is the inspired and infallible Word of God. It is the supreme and final authority in all matters of faith and conduct.

**God** We believe in one God, eternally existing in three persons, Father, Son and Holy Spirit.

**Jesus** We believe that Jesus Christ was begotten by the Holy Spirit, born of the virgin Mary, and is true God and man.

**Man** We believe that people were created in the image of God: that they sinned, and thereby incurred not only physical but spiritual death which is separation from God.

**Cross** We believe that the Lord Jesus died for our sins as a substitutionary sacrifice and that all who believe in Him are justified because of His death on the cross. His death is the only atonement for sin.

**Salvation** We believe that each individual can become a child of God by being born again of the Holy Spirit through the instrumentality of the Word of God, by repentance toward God, by grace through a personal faith in the Lord Jesus Christ.

**Resurrection** We believe in the bodily resurrection of our Lord, in His ascension into heaven and in His present life for us, as High Priest and Advocate.

**Return** We believe in the personal and imminent return of our Lord and Savior, Jesus Christ, for His saints.

**Judgment** We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved and the eternal punishment of the wicked.

**Life** We believe that believers in Christ are to live a life that is separated unto God, dedicated to the service of Christ (Col 3:17), to abstain from all filthiness of flesh and of the spirit (2 Cor. 7:1)

**Repentance** We believe that the individual who lives in sin and does not repent, cannot inherit the Kingdom of God.

**Church** We believe that the Church is a body of believers whose responsibility it is to witness by life and word to the truth and to proclaim the gospel to all nations.

**Satan** We believe in the reality and personality of Satan, who can exert vast power but only so far as God permits him to do so.

### **After you read and reviewed both our Statement of Faith, please complete.**

I, \_\_\_\_\_, am in total agreement and full compliance with Camp Arnes' Statement of Faith.  YES, I agree

NO, I do not agree

I understand, that being a Camp Arnes staff member means serving and cooperating with the Camp Directors and other staff members, as unto the Lord Jesus Christ. I commit to supporting camp policies (ie. regulations regarding meetings, regular working hours, personal habits and behaviours), sacrificing personal desires, and sharing Jesus Christ in my life with staff members, guest of Camp Arnes and campers. Camp Arnes, expects all staff members, to be in agreement with their Statement of Faith and to attend all necessary training sessions. Camp Arnes maintains the right to dismiss those who do not satisfactorily comply with policies and procedures.

I give, Camp Arnes, permission to use of any video and or photography in a promotional way, electronically and hardcopy.

I give, Camp Arnes, permission to hold my personal information on file.

I, \_\_\_\_\_, certify that the information on this application is complete and correct.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

If the person applying is under 18 years of age, either a parent or guardian must sign below.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



**Camp Arnes**  
 Box 40  
 Arnes, MB R0C 0C0  
**Phone:** (204) 642-7618  
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**Email:** mhardy@camparnes.com

## Summer Staff Reference Form - General

<p><b>To the Applicant:</b> Please Print your name and position applied for in the space below. Please provide a stamped and addressed envelope for each form. The envelope should be addressed to:  <b>Camp Arnes -Summer Staff, Box 40, Arnes, MB R0C 0C0</b></p>	<p><b>To the Reference Person:</b> Being a member of Camp Arnes' staff is not an easy task. There are certain traits beneficial to working in this intense summer ministry. Please answer the questions to the best of your knowledge, fully and honestly.</p>
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**Name of Applicant:** \_\_\_\_\_

**Position Desired:** 1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

**Objective Evaluation:**

With "1" as the lowest or poorest end of the scale and "10" as the highest or best, please circle the appropriate number.

	Poor	Average	Good	Superior
Teachability	1 2	3 4 5	6 7 8	9 10
Ability to follow instructions	1 2	3 4 5	6 7 8	9 10
Outgoing	1 2	3 4 5	6 7 8	9 10
Emotional Balance	1 2	3 4 5	6 7 8	9 10
Fulfilling obligations	1 2	3 4 5	6 7 8	9 10
Sense of humour	1 2	3 4 5	6 7 8	9 10
Promptness	1 2	3 4 5	6 7 8	9 10
Willingness to serve others	1 2	3 4 5	6 7 8	9 10
Leadership ability	1 2	3 4 5	6 7 8	9 10
Ability to get along with others	1 2	3 4 5	6 7 8	9 10
Trustworthiness	1 2	3 4 5	6 7 8	9 10
Enthusiasm	1 2	3 4 5	6 7 8	9 10
Temper control	1 2	3 4 5	6 7 8	9 10
Ability to work with children	1 2	3 4 5	6 7 8	9 10
Ability to work with youth	1 2	3 4 5	6 7 8	9 10

**Narrative Report:**

Please state briefly specific instances in which you have observed the applicant's behaviour as it applies to any of these items. If you lack personal knowledge on a given topic, please say so.

1. How long have you known the applicant? In what capacity?

2. Is the applicant a Christian? If so, approximately how long? Do they appear to be growing in their faith? Please explain your observations.
  
3. In what ways does the applicant need to be nurtured and encouraged to grow?
  
4. Would you be willing to hire this person to work in any of the positions they are asking to be considered for at Camp Arnes? Please Explain.
  
5. Would you be willing to place your child under the applicant's direct influence and care? Please Explain.
  
6. Maturity of judgement. How does this person react in stressful situations, i.e. making decision?
  
7. Dependability. Can they be relied upon? Does this person weaken in absence of supervision?
  
8. From your observation of the applicant, please list:  
 Three strong points:  
  
 Three weak points:
  
9. Are you recommending the applicant because of: (check one)
  - What they can contribute to Camp Arnes
  - What Camp Arnes can do for them
  - Both

Please provide any additional comments you feel will help us consider this applicant:

- If you feel there is additional information that would be best communicated over the phone, please check this box. A Camp Arnes representative will contact you.

Name:
Title:
Organization:
Phone:
Date:

If you have any further questions or concerns regarding this reference form, please call the office at (204) 642-7618 or email [mhardy@camparnes.com](mailto:mhardy@camparnes.com). Applications are not processed until references have been returned.

**Please return promptly to: Camp Arnes / Summer Staff, Box 40 Arnes, MB R0C 0C0**

Thank you for your time!



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**Email:** mhardy@camparnes.com

## Summer Staff Reference Form - Pastor or Christian Leader

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**Name of Applicant:** \_\_\_\_\_

**Position Desired:** 1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

**Objective Evaluation:**

With "1" as the lowest or poorest end of the scale and "10" as the highest or best, please circle the appropriate number.

	Poor	Average	Good	Superior
Teachability	1 2	3 4 5	6 7 8	9 10
Ability to follow instructions	1 2	3 4 5	6 7 8	9 10
Outgoing	1 2	3 4 5	6 7 8	9 10
Emotional Balance	1 2	3 4 5	6 7 8	9 10
Fulfilling obligations	1 2	3 4 5	6 7 8	9 10
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Promptness	1 2	3 4 5	6 7 8	9 10
Willingness to serve others	1 2	3 4 5	6 7 8	9 10
Leadership ability	1 2	3 4 5	6 7 8	9 10
Ability to get along with others	1 2	3 4 5	6 7 8	9 10
Trustworthiness	1 2	3 4 5	6 7 8	9 10
Enthusiasm	1 2	3 4 5	6 7 8	9 10
Temper control	1 2	3 4 5	6 7 8	9 10
Ability to work with children	1 2	3 4 5	6 7 8	9 10
Ability to work with youth	1 2	3 4 5	6 7 8	9 10

**Narrative Report:**

Please state briefly specific instances in which you have observed the applicant's behaviour as it applies to any of these items. If you lack personal knowledge on a given topic, please say so.

1. How long have you known the applicant? In what capacity?

2. Is the applicant a Christian? If so, approximately how long? Do they appear to be growing in their faith? Please explain your observations.
  
3. In what ways does the applicant need to be nurtured and encouraged to grow?
  
4. Would you be willing to hire this person to work in any of the positions they are asking to be considered for at Camp Arnes? Please Explain.
  
5. Would you be willing to place your child under the applicant's direct influence and care? Please Explain.
  
6. Maturity of judgement. How does this person react in stressful situations, i.e. making decision?
  
7. Dependability. Can they be relied upon? Does this person weaken in absence of supervision?
  
8. From your observation of the applicant, please list:  
 Three strong points:  
  
 Three weak points:
  
9. Are you recommending the applicant because of: (check one)
  - What they can contribute to Camp Arnes
  - What Camp Arnes can do for them
  - Both

Please provide any additional comments you feel will help us consider this applicant:

- If you feel there is additional information that would be best communicated over the phone, please check this box. A Camp Arnes representative will contact you.

Name:
Title:
Organization:
Phone:
Date:

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**Summer Staff Reference Form - to be completed by a Teacher or Employer**

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**Name of Applicant:** \_\_\_\_\_

**Position Desired:** 1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

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**Narrative Report:**

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1. How long have you known the applicant? In what capacity?

2. Would you be willing to hire this person to work in any of the positions they are asking to be considered for at Camp Arnes? Please explain.
  
3. I expect the applicant's work to be (highlight one): SUPERIOR GOOD AVERAGE POOR
  
4. Would you be willing to place your child under the applicant's direct influence and care? Please explain.
  
5. Maturity of judgement. How does this person react in stressful situations, i.e. making decisions?
  
6. Dependability. Can they be relied upon? Does this person weaken in absence of supervision?
  
7. From your observation of the applicant, please list:  
 Three Strongest Points:  
  
 Three Weakest Points:
  
8. Are you recommending the applicant because of: (check one)
  - What he/she can contribute to Camp Arnes
  - What Camp Arnes can do for him/her
  - Both

Please provide any additional comments you feel will help us consider this applicant:

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Title:
Organization:
Phone:
Date:

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Thank you for your time!