



SUMMER STAFF

Community Agreement

Responsibilities of Staff Members:

The vision for our summer staff team is to form one body united in a common vision and sold out to the purpose of helping young people and families grow closer to Christ. Therefore, it is necessary that all staff members and trainees of Camp Mini-Yo-We pursue spiritual maturity, godliness and ministry without unnecessary distraction. Camp Mini-Yo-We strives by the grace of God to maintain a spiritual environment in which God can accomplish his purposes in the lives of campers and staff. Those who apply and are accepted to serve as paid or volunteer staff at Camp Mini-Yo-We must agree to maintain its standards, which have the Word of God as their basis and are summarized below. Those who apply to Camp Mini-Yo-We and cannot, in good conscience, agree to uphold these standards in their beliefs, conversations and lifestyles should seek another more acceptable situation.

WHO WE ARE

Camp Mini-Yo-We is a Christian summer camp & retreat center jam packed with adventure and fun! Mini-Yo-We offers a unique camp experience, innovative programs, excellent leadership opportunities, dedicated staff and a safe place for campers and guests to stretch and grow physically, socially, mentally & spiritually; to be the people God wants them to be.

Vision: Transforming lives that transform communities for Christ

Mission: Developing tomorrow's leaders through life-changing adventures in God's creation

ORGANIZATIONAL PRIORITIES

- **Promote Safety** - Safety means no injuries, no accidents and no close calls in all areas of Camp Mini-Yo-We.
- **Proclaim Christ** - Our goal individually and as a community is to point people to Jesus. In this we should be like lighthouses that are both seen and heard. We provide direction by our actions and our speech.
- **Prefer Others** - Preferring others means we dwell on our responsibilities to others, not focusing on our personal benefit. Ask, "What Would Jesus Do?" and do it. Be genuinely friendly. Live Philippians 2:2-11.
- **Provide Fun** - Fun is enjoyable, exciting activity. For fun to be fun it must be fun for everyone. Camp is a great opportunity for adventure, creativity, action and friendship. We will strive to maximize these opportunities.
- **Practice Stewardship** - The Earth is the Lord's and He has entrusted it to our care (Psalm 24:1, Genesis 2:15). We will be careful stewards of creation and of the money, equipment and facilities He provides for us.

SUMMARY

1. To passionately embrace the purpose and values of Camp Mini-Yo-We.
2. To faithfully uphold the Statement of Faith.
3. To wholeheartedly adhere to Camp Mini-Yo-We staff standards.



SUMMER STAFF

Community Agreement

Statement of Faith

1. We believe that there is one God, eternally existent in three persons; Father, Son, and Holy Spirit. (*Duet. 6:4; Neh. 9:6 Matt. 28:19; John 14:16-17; 1 Cor. 8:6; 2 Cor. 13:14; Eph. 2:13-18*)
2. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His substitutionary and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. (*Matt. 1:23; John 1:1-2; John 1:14-18; Rom. 3:24-25; 1 Peter 2:21-24; 1 John 2:1-2; Rev. 3:10*)
3. We believe all human beings are created in the image of God, but through sin of the first man Adam, separation from God has passed to the entire human race. Therefore all now have a sinful nature. We further believe that sin and its penalty of physical and spiritual death has passed on to the entire human race and therefore, all people are subject to eternal judgment and cannot save themselves. (*Gen. 1:27; Isa 53:6; Acts 17:24-28; Rom. 3:10-12. 23; Rom. 5:12-19; Eph. 4:18-32*)
4. We believe in the inspiration of all Scriptures, originally given by God, that they are inerrant and the final authority of faith and life. (*Luke 4:4; 1 Thess. 2:13; 2 Tim. 3:16; 2 Peter 1:20-21*)
5. We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential. Salvation is a gift of grace from God, which man cannot earn through works, but only through faith in Jesus Christ. (*John 3:3-21; Rom 3:24-25; Rom 4:1-9 Eph 1:1-7; Titus 2:11-14; 1 Peter 2:24; 1 John 5:11-13; Eph. 2:8-9*)
6. We believe in the present ministry of the Holy Spirit by Whose indwelling, the Christian is enabled to live a godly life. (*1 John 3:5; John 14:26; John 16:7-14; Acts 1:5-8; Acts 4:8, 31; Rom 8:9,14,23; Rom 15:16; 1 Cor 6:19, 20; Gal. 5:6*)
7. 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. (*Luke 16:19-26; John 5:28-29; John 11:15-16; John 14:2-3; 1 Thess 4:16- 17; 2 Thess. 1:7-9; Rev. 20:11-15*)
8. We believe in the spiritual unity of believers in our Lord Jesus Christ, who is the head of the church. (*Rom 12:5; Eph. 4:3-10; 1 Cor. 12:12-17; Col. 2:19*)
9. We believe there is one God and one mediator between God and men, the man Christ Jesus. (*1 Tim 2:5; Heb. 8:6; Heb.12:24*)



SUMMER STAFF

Community Agreement

Staff Standards

PERSONAL HOLINESS AND CODE OF CONDUCT

God's standards for living are central to the teachings of the Bible. For example:

[Jesus replied] "Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength... [and] Love your neighbour as yourself." (Mark 12:30-31)

God has called us to live holy lives, not impure lives. (1 Thessalonians 4:7)

Brothers and sisters, God has shown you his mercy... Your bodies are a holy sacrifice that is pleasing to God. When you offer your bodies to God, you are worshiping him in the right way. (Romans 12:1)

God gives us these and like instructions for our own good so that our lives will reflect Him and His hopes for us.

Staff members of Camp strive to glorify God by living according to the instructions He provides in His Word, the Bible. We commit to pursue a God-like nature, characterized by "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control" (Galatians 5:22-23), and to refrain from behaviour like that described as "acts of the flesh" (Galatians 5:19-21). This includes but is not limited to:

- An abusive manner, vulgarity, gossip, excessive arrogance or pride, divisiveness, blasphemy and the like (Ephesians 4:29, 5:4; James 3:1-12)
- Harassment or misuse of authority, including romantic involvement with campers (John 13:34-35; 1 Peter 5:1-3)
- Dishonesty, including lying, deceitfulness, cheating, stealing and the like (Colossians 3:9; Ephesians 4:25,28)
- Involvement in the occult and the like (Acts 19:19; Galatians 5:19)
- Extramarital sex (1 Corinthians 6:12-20; Ephesians 4:17-24; 1 Thessalonians 4:3-8; Romans 1:24-28; 1 Timothy 1:9-10)
- Substance abuse (Ephesians 5:18; Galatians 5:19-21)
- Entertainment, including mobile media, TV, movies, games and the like, that would reasonably be considered to be inappropriate (Romans 13:11-14; Galatians 5:16-21)
- Criminal activity (Romans 13:1-4; 1 Peter 4:15)

We affirm God's purpose and order in marriage as the permanent union between one man and one woman (Matthew 19:3-6). Staff commit to maintain the sanctity of marriage and to take every positive step possible to avoid divorce if married.

Anyone who does not maintain these standards of conduct while on staff will have it identified to them by leaders at Camp. These leaders will work with the staff member to bring about restoration and resolution within a climate of forgiveness and grace. The inability for restoration and resolution is grounds for dismissal.



SUMMER STAFF

Community Agreement

CODE OF ETHICS

Believing the Scriptures to be the very Word of God and our guide for spiritual life and conduct, and our help to knowing God's will: *I am committed to spending time regularly in reading, studying the Bible, and in prayer, in order to keep me spiritually fit.*

Believing the Christian's spiritual walk with God to be of utmost importance and realizing this cannot be maintained alone: *I am committed to establishing vital relationships with other believers to share my Christian walk and to keep me accountable for my spiritual life.*

Believing the church to be instituted by God as a place of worship and fellowship to help believers grow in their Christian faith: *I am committed to an active involvement in a local church and to be diligent in my support of the leadership of the church as well as the programs of the church.*

Believing a Christ-like attitude and conduct to be what God wants for all believers: *I am committed to striving to practice spiritual, mental, moral, ethical and sexual purity at all times.*

Believing that what we say and do will have an impact on anyone we come in contact with: *I am committed to striving to be an example in work, words and actions of the kind of lifestyle others may use as a role model for their lives.*

Believing that unity is an absolute necessity for the smooth working together of all areas of Camp Mini-Yo-We: *I am committed to being a supportive member of the staff team by building a strong working environment with words and actions that are constructive and helpful in keeping lines of communication open, thereby maintaining a team effort at all times.*

Believing that God delights in excellence and integrity: *I am committed to striving to maintain high standards of performance in my job as detailed in the staff manual.*

Believing that God desires His children to follow the authorities He places us under: *I am committed to following the policies and procedures of Camp.*

Believing that God's Word teaches that we should correct each other in love: *I am committed to listening and responding in a Christ-like manner to those who bring something to my attention.*

Believing that God wants me to serve Him at Camp Mini-Yo-We: *I understand and agree to abide by the Staff Model, Code of Ethics, Policies and Procedures of Camp Mini-Yo-We.*

CONDITIONS OF SERVICE AT CAMP MINI-YO-WE

Please read the following conditions. If you accept these conditions and are willing to be subject to the rules governing Camp Mini-Yo-We, please sign the appropriate part of your application.

1. The Camp Director reserves the right to dismiss a staff member who, in his/her opinion, is a hazard to the safety and the rights of others, or who appears to him/her to have rejected the reasonable controls of Camp.



SUMMER STAFF

Community Agreement

CONDITIONS OF SERVICE AT CAMP MINI-YO-WE (CONTD.)

2. Staff members will receive a copy of Camp's Staff Manual. Staff members are required to have read and understood the manual, and follow the policies and procedures set out within it. Failure to do so may result in dismissal by the Camp Director.
3. Precautions are taken for the safety and good health of our staff, but in the event of accident, sickness, Camp Mini- Yo-We Incorporated, including the Camp Directors and their staff, and the employees of facilities outside of the camp ground, are hereby released from any liability. Each staff member must be covered by Provincial Health Insurance or equivalent private medical insurance.
4. In case of a medical emergency, I hereby give permission to the physician selected by the Camp Director to hospitalize, secure proper treatment for, and to order injection, anesthesia, or surgery for the staff member as named in this application.
5. In the event that a staff member requires special medication, diagnosis, or treatment beyond that which is possible at the camp, family members will be notified and will be charged with the additional expense of transportation and special care.
6. I give permission for Camp Mini-Yo-We to use any image or likeness or recording of me for promotional use. I give permission for my name and address to be used on a staff mailing list.
7. I give permission to Camp Mini-Yo-We to retain the information in the staff application. All information will be kept confidential except address and telephone information which will be used for contact lists for staff.
8. I accept the Camp Mini-Yo-We statement of faith and mission statement, and will teach, instruct, and conduct myself in keeping with the beliefs set out therein.

COMMITMENT TO THE MINISTRY OF CAMP MINI-YO-WE

Upon acceptance as a staff member of Camp Mini-Yo-We, I agree to abide by the above Statements of Purpose, Faith and Standards.

1. I will support in good spirit the traditions, policies, values and mission of Camp Mini-Yo-We.
2. I will welcome instruction and seek to benefit from it.
3. I will be a good example and a strong Christian witness to all campers and staff.
4. I will perform all tasks conscientiously and joyfully.
5. I will be willing to go above and beyond the call of duty to the betterment of the camp ministry, including being willing to serve in other areas if the need arises from time to time.
6. If I am offered a position and I accept it, I will honour my commitment.
7. I will be a positive contributing member of the staff team, helping to build unity and support each fellow staff member.
8. I have read, understood, and am in agreement with the contents of "The Responsibilities of Camp Mini-Yo-We Staff Members" and will support, promote and seek to live out the beliefs, values and principles it represents.
9. I will make it a priority to be growing in my walk with God and to maintain regular personal private devotions (including prayer and Bible reading).
10. I am free of pending criminal charges or convictions that would preclude me from working with children.