



2010 Counselor-In-Training A Leadership Training Program

PROGRAM - This mentoring and leadership development program is designed for youth who desire to serve in ministry. CIT campers will receive weekly training, assist counselors, program staff and perform support duties (mostly for Day Camps), preparing them to become future camp counselors and leaders. CIT campers must be age 13 by their first CIT week.

TRAINING – CIT campers will start their training with a **FREE** Leadership Training Camp on June 4th-5th. Leadership Training Camp is **MANDATORY** for all new & returning CIT campers.

PERKS – CIT campers can register for **FREE** extended care or bus transportation (if space available) PLUS 50% discounts on Teen Camp & Soccer Camp. CIT campers who serve a **minimum** of 6 weeks over **two** summers (more may be required) and receive excellent evaluations may be eligible for early consideration as a summer Junior Counselor or Junior Activity Staff at age 16. This does not guarantee a position but gives them the eligibility to apply.

APPLICATION PROCEDURES – For all applicants, new and returning:

1. **CIT Application, Ministry Reference, & a Second Reference:** completed by CIT applicant. Ministry Reference completed by a Christian leader and Second Reference completed by a non-family member. (Two reference forms included in this packet)
2. **Interview:** scheduled once applications materials are in.
3. **Register & Pay:** if accepted, parents can register their camper for their CIT weeks

Apply on-line www.campberachah.org or call our office for a CIT application packet.

APPLICATION DEADLINE May 12th, 2010!

DATES	CODE	PROGRAM DETAILS
June 21-25	C001	Counselor-In-Training (CIT) ~ Ages 13-16 \$35 for each CIT camper week (non-refundable/non-transferable) Arrival: Daily 8:00am Departure: Daily 4:00pm Day Camp CITS - Thursdays overnight (<i>Bring sleepover items in the morning</i>). NO bus Transportation Thurs. PM or Fri AM due to camper overnight
June 28-July 2	C002	
July 5-9	C003	
July 12-16	C004	
July 19-23	C005	
July 26-30	C006	
August 2-6	C007	
August 9-13	C008	
August 16-20	C009	
August 23-27	C010	

CAMP BERACHAH
MINISTRIES APPLICATION

Thank you for your interest in serving in ministry. This packet contains application materials & information for you to enter the application process.

Information Sheets – Please review the information (statement of faith, staff requirements, & cultural values) to insure you can agree before applying.

Application Form – Please complete all parts of the form. You are welcome to include your resume.

Reference Forms – Please give these to your references contacts to complete *and return to you in a sealed envelope*. Submit completed application & reference(s) to Camp Berachah Ministries.

General Information: Camp Berachah affirms the ministry purpose of reaching out through Christian camps & conferences to the church and the lost. This ministry will focus on being centered on the relationship of each individual to Jesus Christ. Camp programs will provide tools to church organizations, and other non-profit groups who are open and accept the Statement of Faith and Ministry of Camp Berachah.

Core Values and Purpose: Camp Berachah has adopted four core values:

Ministry Centered – *always present/lift up Jesus Christ*
Biblically Based - *Provide a rest/refuge experience*
People focused – *Establish programs that teach God's Word*
Relationally involved - *Model the love and grace of Jesus Christ*

The core purpose statement is: “a gathering place for life changing experiences”

Ministry Purpose: Camp Berachah has the ministry of providing a place (refuge) for people to experience the awareness of God, enjoy spiritual rest, and fellowship with others. Camp Berachah provides programs for individuals of all ages to promote spiritual growth through sound teaching, a Christ-like witness, fellowship, and outdoor recreation that demonstrates Christian attitudes and behavior. Camp Berachah uses facilities and programs to promote unity within the church and reach out to the lost.

Ministry Statement: To facilitate *with purpose* the changing of individual lives to a new and deeper personal relationship with Jesus Christ, by demonstrating God's love, mercy, and grace to all those who come on the grounds.

Statement of Faith (CCCA): Camp Berachah accepts the Christian Camping International Statement of Faith. “We believe in the Holy Scriptures as originally given by God, divinely inspired, infallible, entirely trustworthy, and the supreme authority in all matters of faith and conduct; the Triune God-- Father, Son and Holy Spirit; the deity of the Lord Jesus Christ, His substitutionary atonement for sin, His bodily resurrection, and His personal, visible return to earth to reign in righteousness and glory; the Person of the Holy Spirit and His work of conviction, regeneration, and sanctification, who indwells every believer, equipping them

with gifts for service and witness; the necessity of new birth, in salvation by faith in Jesus Christ alone, and the importance of life fully committed to the will of God in Christ; and the churches the one universal body of Christ who is the Head, called to be God's redeemed people.”

Organization & Structure: Camp Berachah Ministries is an independent non-denominational ministry. Organization and oversight is through the Camp Board of Directors. Accountability of ministry is through an Advisory Council of local churches, and membership in CCI.

STAFF REQUIREMENTS

All staff will be “*born again Christians, with an active and vibrant faith*”. They must have good knowledge of God's Word, be willing and able to share their faith with others. They must accept the Statement of Faith and Ministry Purpose, and accept all rules and policies contained in the Camp Berachah Staff Manuals.

Evidence of Evangelical Christian Faith - Each staff member will complete a personal statement of their faith contained in the camp application and will include questions on different areas of Christian beliefs.

All staff must be open to the differences within the Body of Christ & be willing to fellowship & work with those from traditional and Charismatic backgrounds.

Personal Qualifications Each staff member must be willing to comply with the dress and grooming standards contained in camp policies. Because of the many differences in the church, staff will maintain a “conservative” demeanor and dress. Hair length, color and style, jewelry, and dress can become issues, which can detract from ministry.

Calling & Dedication to People - Staff must have a definite call to minister to people of all ages. A love for kids, and a desire to share the Gospel message must be the prime motivation in applying for a position with Camp Berachah.

Commitment to Christian Community - Staff work in close proximity to each other. There needs to be understanding and commitment to Christian relationships and fellowship that allows for a “serving attitude” to prevail among all staff. Staff must understand the Biblical principles of commitment to each other, being members of a ministry team, and submitting to authority.

Honesty, Integrity & Safety
All staff will have a background check completed and provide personal and ministry references. Christian service requires high standards in conduct with campers and staff. Professional competence and learning will be the goal of staff training and each staff member must be dedicated to

the standards and procedures that are presented which will insure the welfare and safety of the campers.

AMERICAN CULTURAL VALUES AND MORAL BOUNDARIES

Those who attend camps and conferences will be from different backgrounds and have diverse opinions about cultural values and moral ethics that may challenge our Christian faith and purpose. It is important that staff take the time to review these areas and ask God to give insight and direction in the discussions that are sure to come up.

Some examples: **Male and Female Roles** - As Christians it is important that we exhibit and model roles to our campers. The key areas are trust and respect between male and female staff members, good manners in speech and actions, and the acceptance of our differences.

Alcohol, Drugs, & Tobacco
As Christians and staff, we must be able to speak from God’s Word on the principles of treating our bodies as the temple of the Holy Spirit, our understanding of obedience to authority [rules and policies], and on our respect for others [Romans 14]. **Staff must not use drugs, tobacco or alcohol.**

Cults and Religions - As Christians we must love our campers and deal with their differences. We may have campers from cults, other religions and those who have no spiritual beliefs. We must model the love of Jesus, our knowledge of the Word, present the Gospel message to all those who come.

Divorce - Many children will be struggling in this area. We

must love them, build a strong relationship with them based on God’s love, and encourage them in their faith. Divorce is not part of God’s plan, but it does occur, our job is to minister to the campers and model the Christian life.

Homosexual Behavior - As Christians we must always hate the sin and love the sinner. Campers who have questions or comments must be confronted with God’s basic message that homosexual behavior is a sin, but the individual can be rescued through Jesus Christ.

Body Piercing - A cultural trend/fad that we do *not allow among our staff*. However, campers may have body art/piercing. Within reason, we will accept that behavior and concentrate on love and encouragement to their faith during camp.

Dress, Grooming, and Language - As Christian staff members, we have policies in these areas. Romans 14 would be our guide for campers, i.e. if it detracts from the camp experience for others or causes others problems, then we will discuss and deal with it. Bad language, cussing etc. will not be tolerated.



ABBREVIATED STAFF APPLICATION
VOLUNTEERS, CITS, & FOR RETURN STAFF

Position Applying for: _____ Dates Available: _____

Name: _____ Telephone: _____

A.K.A: _____ Email: _____

Address: _____ City: _____ State: _____ Zip: _____

Birth date: _____ Age: _____ Sex: _____ Drivers License # _____

(M/D/Y)

Emergency Contact Person & Phone Number: _____

Medical Conditions/Allergies/Medications: _____

Have you worked at Camp Berachah before? _____ Position: _____

What experience do you have that qualifies you for the position you are applying for?

List two current references and their phone numbers, and submit two reference forms

1. _____ 2. _____

Have you ever been accused or convicted of any criminal offense? Yes/No If yes, explain:

Have you ever had DSHS or other childcare/adult contracts or licenses terminated or denied? Yes/No
If yes, explain:

CHRISTIAN EXPERIENCE / ESSAY QUESTIONS

Please use a separate piece of paper to answer the following

- 1. Do you have a personal relationship with Jesus Christ? Y / N Please describe.
2. How often do you attend church? Describe your involvement.
3. What is your church affiliation & Christian background experience (i.e. charismatic, traditional)
4. Describe your ministry experience. (i.e. leading bible study, worship, etc).
5. Briefly describe what you believe about the following beliefs & values. See below:

Personal Beliefs:

- The Bible
Salvation & how to lead a camper to Christ
Jesus Christ
The Holy Spirit & Gifts of Spirit
Prayer

Values:

- Tobacco/drugs/alcohol
Body art/piercing
Pre-marital sex
Homosexuality

Certification

I certify that this information is true. I authorize a government background check and investigation of all statements contained in this application for employment. In the event I am employed, I understand that any false or misleading information given by me may result in discharge.

Signature _____ Date _____

REFERENCE FORM
Camp Berachah Ministries
19830 SE 328th Place Auburn, WA 98092 Fax 253-833-7027

Applicant's Name _____ Position Applying For _____

Reference to be completed by non-family and at least one pastoral or ministry leader.

Please answer the following questions to the best of your ability and knowledge. Your responses will be kept confidential.

1. How long have you known the applicant? _____

In what capacity? _____

In your opinion, is the applicant a Christian? _____

Does the applicant appear to be growing in his/her relationship with the Lord? _____

Can you comment on their Christian witness? _____

2. Describe the applicant's leadership ability:

- Makes no effort to lead Some Promise Good Ability Unusually good

3. Describe the applicant's emotional temperament:

- Over-responds emotionally Tends to be moody Well Balanced Balanced/controlled under most circumstances

4. Describe the applicant's ability to form, execute and follow through on plans:

- Needs constant supervision Begins but does not finish Needs moderate supervision
 Meets average expectations Exceeds expectations

5. Describe the applicant's personality.

- Shy/withdrawn Reserved Average Outgoing Extrovert

6. What would you say are the applicant's strengths? _____

7. Are there any tendencies or traits that would reduce this applicant's effectiveness in a Christian ministry? _____

8. If you had children, would you have any reservation about entrusting them to the physical and spiritual care of this individual? _____

9. Please rate the applicant on the following characteristics and traits: Use "4" to indicate superior, "3" above average, "2" average, "1" weak in this area. Mark an "X" if you are unable to comment.

- | | | | |
|---|------------------------|---|----------------------------------|
| ___ Honesty/personal integrity | ___ Self-discipline | ___ Dependability | ___ Personal appearance/grooming |
| ___ Judgment | ___ Initial Impression | ___ Attitude toward authority | ___ Physical Condition |
| ___ Attitude towards hard work | ___ Enthusiasm | ___ Ability to work as a team | ___ Courtesy |
| ___ Willingness | ___ Flexibility | ___ Sense of Humor | ___ Initiative |
| ___ Ability to make friends | ___ Punctuality | ___ Public speaking ability | ___ Loyalty |
| ___ Ability to cope with others' problems | | ___ Wholesome attitude towards opposite sex | ___ Tact |

10. Please check your choice of recommendation:

- I strongly recommend I recommend I recommend with reservations I do not recommend

11. Please add any additional comments you have about this applicant: _____

Signature

Print Name

Date

Position/Organization

Phone if we may call to discuss