

Staff Application Information
KAWKAWA CAMP & RETREAT

About Kawkawa

Kawkawa Summer Camps are dedicated, **“To bring people to know God, demonstrate His love and communicate Christ to others”**. This takes place in an atmosphere of acceptance, love and safety, with well-trained staff building relationships and guiding the campers in the summer of their lives.

To accomplish this we are looking for staff that are committed to Christ, love children and youth, have a strong desire to share their faith and want to be part of an exciting team ministry. We seek to hire mature people who will place ministry responsibilities and opportunities with campers before their own desire for friendship and personal gain. We expect all our staff to take seriously God's words in Mark 12:30-31 and live by them, in honesty, integrity and purity. If this is you why not seek God and see if He is calling you to our camp family this summer. It will be the summer of your life!

KAWKAWA CAMP AND RETREAT is owned and operated by the Canadian Pacific District of the Christian & Missionary Alliance and located on the shores of Kawkawa Lake just east of Hope, B.C. It is surrounded by mountains, rivers and valleys and is a magnificent setting and a great location for campers to have the time of their lives.

Some Values That Guide Our Day to Day Operations.

1. The love of God as revealed in the Bible will guide everything we do.
2. We are a mission organization with a strong commitment to discipleship.
3. We will always focus on our vision for people to come to Christ.
4. We are committed to a reliance on prayer for every aspect of ministry.
5. We are committed to working in partnership with our constituency churches.
6. We are committed to finding dedicated, Godly people who minister in unity with a passion for integrity and excellence.
7. We will train our staff continually.
8. We respect the diverse origins of our staff, volunteers, guests and local community, and are committed to developing and maintaining programs that are culturally relevant without compromising biblical principles.

Positions Available

Group Leaders

Our Group Leader Team (GLT) is open to people who have graduated from high school. GLTs will spend several weeks counseling in a cabin group and some weeks teaching an activity.

Note: Applications for the above positions can only be accepted from people legally eligible to work in Canada.

Volunteer Positions

Many volunteer positions are available and can vary in length from the whole summer to one week. We need people in the areas of; maintenance, kitchen help, First Aid or RN's, housekeeping/laundry, group leaders, Bible study leaders and lifeguards.

LIT (Leaders In Training)

This exciting and challenging program is for youth going into grade 11 or 12 and runs for the entire summer. The minimum requirement is three weeks but preference will be given to those who wish to stay the full summer. LITs will be mentored and trained in servant leadership as they teach activities and are involved with campers throughout the day. LITs will be challenged as they work hard, learn new skills and take part in daily HIS Team Bible studies.

The LIT training week will be held from July 2 (9:00 am) to July 5 (noon). This leadership course will cost \$200.00 per leader. An additional cost of \$50.00 will be charged for each week that the LIT stays at the camp (to a maximum cost of \$500.00). This money will go toward their food and upkeep costs while at camp. Young people wishing to be an LIT are encouraged to raise the money through small jobs, and/or raise sponsorship money through individuals or their home church. (Forms will be provided for personal sponsorship.)

Dates for Ministry

GLT Training - July 2-5

Volunteer Orientation times will be determined for specific jobs and relayed to volunteers as they are accepted. Short-term volunteers will be informed about arrival and departure times depending on the duration of their ministry here.

Training

To ensure a safe and quality time for our campers all staff members are required to take part in the training. All LIT's and GLT's (counselors) will be required to attend the training time in July. Details will be given as applications are accepted.

Application Process

Please follow these steps when applying for a summer staff position.

1. Mail in your application form completed in full.
2. Give three reference forms to people in the positions indicated on the forms and have them fax or mail them directly to the camp office. It is customary for you to provide a stamped envelope

addressed to Kawkawa Camp & Retreat to each of your references. (We require two forms from Christian people, as least one from your church pastor; plus one form from your school or employer).

3. After receiving the above items we will contact you as soon as possible with regard to your situation and arrange for an interview if we are able to pursue your application.
4. Acceptance on staff will be contingent on fulfilling all the requirements, the dynamics of the summer team, the results of a criminal record search and agreement of your church.
5. Once notified to do so you will need to take the Consent for Criminal Record Search form to your local police station with ID and have them return it directly to the camp office. Once you have been accepted we will send materials to help prepare you for your summer ministry.

Recruitment starts in January and it is recommended that you apply early as positions fill quickly. We will try to have you minister in the area you have applied for; however, sometimes unforeseen circumstances arise and we expect you to be willing to change positions if required.

Staff Standards

Introduction

As we work together to achieve our Vision Statement we look for leadership who will minister in unity with a passion for integrity and excellence. Therefore there is a standard of conduct that we expect each staff person to maintain as a missionary of the gospel of Jesus Christ.

Expected Conduct

As a member of Kawkawa's staff, you are expected to conduct yourself both at work and away in a manner that will in no way embarrass or discredit the work and ministry of Kawkawa Camp & Retreat. It is our goal that each staff member always be striving to live a life pleasing to Christ. As a result a willful resistance to biblical standards for one's life and/or being unable to commit to these standards will be grounds to reconsider your involvement in ministry at Kawkawa.

Conduct with Campers and Staff

Staff should always avoid situations with children, youth and other staff that in any way could be misconstrued as being indiscreet. Staff should build relationships with children and teens of the same gender; likewise, private-counseling situations with the opposite gender should be avoided.

Rest and Readiness

The camping ministry by its nature is intense and requires staff to have endurance, be able to pace themselves and be well rested. The camp scheduling allows for some time off each day and for 24 hours between camps to allow you the rest and relaxation you need. To enable you to be completely ready for ministry each day you are also required to be in bed by 11:30pm each night while ministering at Kawkawa.

Conduct

Working in areas of ministry places on us a great responsibility because we are accountable to a supporting Christian community for our behavior both in our private and public life. There are times when we may feel this is unfair, but we are called upon to make extra sacrifices in exchange for the privilege of being called into ministry. We are not to focus on our personal freedoms, but rather on our responsibilities to the Lord, to others, and to the camp.

Mail your application to:

Kawkawa Summer Camps
2573 Springhill St.
Abbotsford, B.C.
V2T 3V8

Fax Toll Free 1-866-545-9359

Email to: kawkawa@tagline.cc