

MPC Leaders in Training: Information and Application

Congratulations! By beginning this LIT application, you have started a process that, we believe, could end up leading to one of the most significant experiences of your life. Manitoba Pioneer Camp's LIT program has a history of shaping and nurturing leaders of character and we are excited that you are considering this journey

Is This For Me?

Pioneer Camp's LIT program is not for everyone. This is an intense month-long adventure of personal growth and skill development. It is NOT just the next step in our camping program, nor is it a month-long camp for teens. This is different. Up until now, any camp experience you may have had has probably been as a camper. Being a camper is great, but it is not what LIT is about. Over the course of the program, LITs need to make the transition from camper to camp leader. This transition is much more than just getting a camp name; it requires a change in attitude and mindset. Sure, LIT is part of camp, and so we still have awesome program events, study scripture, go on canoe trips, learn activities and enjoy incredible community. However, LITs experience these things by leading them, planning program, working hard, receiving feedback, asking good questions, and learning how to serve and put others first.

LIT is designed to equip participants for personal leadership, in the context of camp and beyond.

The label 'leader' often evokes an image of a high energy motivator who makes speeches in front of large crowds. But this is only one style of leadership, which, in a Christian context, may not even be the most important one. When Jesus was training His disciples to lead, He talked about servant hood and character. The biblical view of leadership is that God has gifted all people and it is our responsibility to use those gifts in His service. In other words, do not be dissuaded by personality types, but instead focus on the ways that Christ has called us to live and to lead in His Kingdom.

Who Should Apply?

If you have completed grade 10 or 11 and are committed to making the transition from camper to leader, then this program is for you. This is a Christian leadership training program that will challenge and stretch you in many areas of your life, all under the guidance of caring leaders. Even if you have never attended camp before, the LIT program has the potential to profoundly change your life.

We encourage our best campers and high school Inter-Varsity leaders to apply. Although we do not ask for a commitment to return to camp, Pioneer sees LIT as a valuable training tool to prepare our future staff.

Please Note: An applicant to Manitoba Pioneer Camp's LIT Program is not considered to be accepted until the application, reference, and interview process is complete, the deposit has been received, and final approval is granted by the LIT Director.

The LIT program is open to those who know the need for:

- Co-operation and team building
- Listening, caring, and learning
- Leadership skills
- Seeking God through prayer, praise, and study; both alone and in a group context

As a potential LIT participant you will need to:

- Be yourself
- Be open to others
- Be teachable and ready to work hard
- Be willing to not always get your own way
- Try things that you have never tried before
- Be willing to put others before yourself
- Be willing to lead and to follow

Because of the nature and context of Manitoba Pioneer Camp, typically applicants will have at least one of the following:

- Christian leadership experience
- Swimming: at least Aquaquest 12 (preferably Bronze Cross)
- Canoeing: MPC Intermediate Tandem or equivalent
- Wilderness Skills: MPC Intermediate (preferably Advanced)

What Are The Program Components of LIT?

Wilderness Canoe Trip

Nine - eleven days of the program are focused around an unforgettable wilderness canoe trip down one of the many rivers in North Western Ontario or Manitoba. This trip is designed to stretch and challenge each participant as they have fun, and learn to work with and lead their peers in the wilderness. Each participant will have the opportunity to be the "Leader of the Day" while on the trip. This is an opportunity to learn leadership skills through practice and observation, all under the protective guidance of our LIT leaders.

At the heart of this trip is the discovery of God. While living and working in His beautiful creation and through meaningful discussions, we invite each camper to discover what lies at the centre of the Christian faith.

Leadership Training

There will be several sessions throughout the program that focus on a variety of topics around leadership. Topics range from "teaching and lesson planning" to "conflict management." These sessions are meant to be practical lessons that each person will need to learn in order to be an effective leader.

Leadership Emersion

LIT campers will have the opportunity to put their skills into practice as they help lead cabins and run programs at camp. This is an internship with one of the many teams that exist at camp and that help make it the exciting place that it is. Each day LIT campers will have an opportunity to reflect and share what they are learning with the other LIT's and their leaders.

One-on-Ones

From day one each person will begin a mentoring relationship with one of our LIT staff. Throughout the program special time will be taken to “check in” with that staff person. This is an opportunity for LIT's to work through the things that they are learning and to ask questions – big or small. This relationship is often foundational in the life of each LIT camper.

Manitoba Pioneer Camp LIT Application – 2016

Name:

Part A – Autobiography:

Please type a short autobiography (1-2 pages, minimum 300 words) that gives us some background on such things as your personal interests, hobbies, family, future goals and dreams (i.e. education, employment).

Part B – Short Answer:

Your answers to the following questions will help us to better understand you and will be considered in determining acceptance to the program. Please be open and honest.

As this is a word document, you can simply type in your answers between the questions, but please leave the questions in this document for future readability, and please do not skip over or remove questions as that would make your application incomplete

- 1) Why do you think LIT is a good fit for you at this point in your life?
- 2) LIT is about developing leaders. What is your understanding of leadership?
- 3) Who is Jesus? What does He mean to you?
- 4) How did you become a Christian?
- 5) What does it mean to be a Christian?

- 6) What do you do to grow in your faith?
- 7) What spiritual or God questions are you wondering about at this point in your life?

The LIT program has many different elements: Christian teaching, skill development sessions, activity instruction, interpersonal relationship-building, work projects and serving the community, peer leadership, responsibility for younger campers, lots of fun, and more.

- 8) Which **three** parts of the program appeal most to you?
 - 9) Which part(s) do you think you will find challenging? Why?
 - 10) What are your strengths? (Please list at least three)
 - 11) What are your weaknesses? (Please list at least three)
 - 12) Have you had any previous experience with camp (Pioneer or elsewhere)?
If yes, please describe it.
 - 13) Describe your work experiences in the following areas, indicating type of involvement and duration:
 - A. Work and volunteer experiences.
 - B. Group experiences (sports, clubs, etc.)
 - C. Individual experiences (music, sports, public speaking, etc.)
 - 14) Select two experiences listed in the previous question and tell what you learned about yourself.
 - 15) Many past LIT's have stated that their experience in the LIT program produced significant changes or growth in their lives. How do you hope to be a different person at the end of the summer?
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DECLARATION

Please note that this section is part of the application package. **Your application cannot be processed without the completion of this portion**, which will be kept in a confidential file.

There are a number of sensitive issues in our society that we must be aware of as an organization that works with children. As a result, we are asking the following questions of every staff member and volunteer at Manitoba Pioneer Camp.

Do you have a criminal record involving physical or sexual abuse of children?

(Choose one: Yes, No, Decline to answer)

Have you ever been investigated by any police force or Children's Aid Society regarding allegations of child abuse?

(Choose one: Yes, No, Decline to answer)

NOTE: Manitoba Pioneer Camp reserves the right to reject any applicant based on the results of the Vulnerable Sector Screening (advanced police check).

INTER-VARSITY Doctrinal Convictions

We believe in:

The only true God, the almighty Creator of all things, existing eternally in three persons – Father, Son, and Holy Spirit – full of love and glory.

The unique divine inspiration, entire trustworthiness and authority of the Bible.

The value and dignity of all people: created in God's image to live in love and holiness, but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.

Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Saviour and Lord.

Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.

The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.

The unity of all believers in Jesus Christ, manifest in worshiping and witnessing churches making disciples throughout the world.

The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

INTERVARSITY CODE OF CONDUCT

The Code of Conduct applies to all staff and volunteers.

All staff and volunteers of InterVarsity testify to a personal faith in, and allegiance to, Jesus Christ. They are committed to personal, moral and spiritual development as followers of Jesus Christ. As representatives of Christ, all InterVarsity staff and volunteers demonstrate Christian commitment and a lifestyle which models and reflects the life of Christ. The Christian Scriptures are the supreme authority and guide for the Christian believer's conduct and doctrine, hence the specific standards of ethical practice and conduct articulated in the policy are

guided by our understanding of Scripture, our commitment to its authority and affirmation of our Doctrinal Convictions. Scripture teaches that believers are not to be conformed to the view and lifestyle of the world. Therefore, InterVarsity staff and volunteers are to avoid all practices and conduct which are morally wrong, both in private and public spheres.

Based on Scripture and our evangelical beliefs, InterVarsity values lifestyle conduct that reflects the following attributes, as seen in the representative Scriptures:

- o Practice of spiritual disciplines of the Christian faith (Acts 6:4; Matthew 9:15)
- o Commitment to wholeness of the individual
 - o Physical health (I Corinthians 6:19)
 - o Mental health (Romans 12:2)
 - o Emotional well-being (Galatians 5:22, 23)
 - o Spiritual health (Luke 9:23, 24)
- o Sexual purity (Ephesians 5:3)
- o Commitment to truthfulness (Ephesians 4:15)
- o Integrity (Ephesians 5:8-10) and justice-keeping (Micah 6:8)
- o Excellence (II Timothy 2 & 3)
- o Good stewardship of resources (Genesis 1:28; Exodus 20; Philippians 4:8; Ephesians 4:25-5:5)
 - o Human
 - o Financial
 - o Physical
 - o Social
 - o Spiritual
- o Respect for the dignity and rights of others (Colossians 3:5-11; I Peter 3:13-16)
- o Respect for creation (Genesis 1:28-30)

Behavioural Expectations

Consistent with our Doctrinal Convictions, Core Purpose and Core Values, and having lives shaped by Scripture, we commit to the following behaviours:

Attitude: Each staff and volunteer's personal disposition and attitude are to be characterized by godliness and the fruit of the Spirit which is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Attitudes of greed, jealousy, envy, lust, bitterness, unrestrained anger and unwillingness to forgive are condemned in Scripture and are to be avoided.

Respect: InterVarsity staff and volunteers are to show respect and love to all with whom they deal, treating others with courtesy, fairness, consideration and servanthood.

Language: InterVarsity staff and volunteers are to have language that is neither profane nor vulgar.

Harassment: InterVarsity staff and volunteers must not harass or cause harassment of or to any other person. Sexual harassment is defined as any unwelcome sexual conduct, advance, request, gesture, speech or innuendo. Other harassment may be based on such traits as ethnicity, ability or appearance. Harassment results in the unreasonable interference with an individual's performance or creating an intimidating, hostile or offensive environment. If a staff member or volunteer feels he or she has witnessed harassment, to self or another, by another staff or volunteer, he or she is to report it to his or her supervisor and Human Resources immediately.

Lawful: InterVarsity staff and volunteers are not to engage in illegal activity and are to uphold biblical principles of relationship in business, community or other associations.

Discretion: Staff and volunteers are expected to practice discretion in the following: use of tobacco; alcohol; gambling; media and entertainment consumption; printed matter; and, the choice of organizations with whom they associate. We are accountable to a supporting public who may hold different views on Christian behaviour. A guiding principle is to avoid situations that may have a negative spiritual impact on self, others and InterVarsity.

Camp staff and volunteers will refrain from smoking, consuming alcoholic beverages and the use of illicit drugs (including during time off) while serving at Camp.

Abstinence: Staff and volunteers are to abstain from pornography, occultism and all practices contrary to a Christian world view.

Appearance: Staff and volunteers should dress appropriately for the occasion, activities and environment in which they will be involved.

Sexual Expression: InterVarsity staff and volunteers are to follow biblical standards of sexual expression. For those married, sexual faithfulness is the standard; for the unmarried, chastity. Premarital, extramarital, homosexual and lesbian sexual conducts are not to be practiced. Sexual activity is not to occur outside of a male/female marriage. Teaching and communicating beliefs that are contrary to these stated practices is not tolerated.

Self-Abuse: Staff and volunteers are to refrain from substance abuse and any other practice which debilitates the body.

Separation and Divorce: Staff and volunteers are to follow biblical standards of family life. God intends marriage to be a permanent relationship marked by love, faithfulness and permanence. We believe that Scripture teaches that marriage is sacred, and is between a man and a woman, and intended until death.

We will respect marriage and work to nurture marriages of staff within our community. In some cases, severe difficulties in marriage will lead to separation or divorce. We will work with individuals in these circumstances in order to continue to pursue a godly response in the midst of their situation.

Where a staff applicant has been divorced, Inter-Varsity will determine if he or she has conducted himself or herself in accordance with Scripture. Since separation and divorce require ongoing support and discretionary judgment, it is necessary for the Inter-Varsity staff member and volunteer to be under the guidance and authority of his or her church leadership in making decisions of separation or divorce.

Endorsements: InterVarsity staff and volunteers should not in any way espouse, endorse or imply acceptance of any practice, conduct or attitude which this policy implies or states should be avoided.

Violation and Disciplinary Action: Violation of any of these standards of practice and conduct may result in discipline. Generally, we will seek recovery and restoration. Most violations will warrant forbearance and patience. Nevertheless, some violations of the Behavioral Expectations

could be considered serious and result in counseling or discipline as appropriate. Situations involving a serious breach of behaviour including, but not limited to, violence, harassment or illegal activity, will result in discipline up to and including termination of employment for cause.

Signature

By signing here I affirm that the information in this application is correct and I will abide by the policies (if sending by email, please type your name as your signature)

Signature:

Date:

Final Details

Do you have any dietary concerns or allergies? If yes, please list these.

What is your shirt size (in generic t-shirt sizing)?

References:

You are required to submit personal references from two adults (not one of your peers) who have known you in different areas of your life (i.e. work, school, church, service). Your references should be people you have been in regular contact with for at least two years and should not be a family member or current year round staff from Manitoba Pioneer Camp. At least one of these people must know you in a Christian context.

You are responsible to give out the reference forms (as links, attachments by email, or hard copy). Your references can fill them out and submit them by email or mail them to the office. Reference forms are confidential. It is your responsibility to ensure that the references are returned to the LIT director by the referees. Your application cannot be processed without them.

A) SPIRITUAL REFERENCE

Name:

Address:

Email address:

Relationship to you:

B) CHARACTER REFERENCE

Name:

Address:

Email address:

Relationship to you:

LIT Application Checklist:

The LIT application deadline is March 31st

Please ensure that you have completed the following:

- Filled out and submit a regular MPC Camper Application including medical form, and paid the minimum deposit
- Complete the autobiography and short answer questions
- Answer the Declaration above
- Sign and date this application above
- Spiritual and character references are received by the office