

Victory Center Bible Camp

c/o Ken & Karen Toews PO Box 524 Kadoka, SD 57543
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For Office use Only

Date Received: ____/____/____

Interviewer: _____

Position: _____

Start Date: ____/____/____

End Date: ____/____/____

Returning Staff Application

PERSONAL DATA

Please print with ink. Use additional paper if necessary

Name _____ SS # _____

College/Current Address _____

City _____ State _____ Zip _____

Birth date ____/____/____ Age _____ Male / Female Phone _____ - _____ - _____

Parents/Permanent Address [Only If Different from above] _____

City, State, Zip _____

Parent (s) or Guardian _____ Phone #1 _____ - _____ - _____

☐ High School ☐ College ☐ Not in school School Attending _____

☐ freshman ☐ sophomore ☐ junior ☐ senior

☐ I am applying as a cabin leader ☐ I am applying as administrative assistant [New 2018]

☐ I am applying as a volunteer

I choose to not raise support through the Summer Missionary Program. I understand I will not be included when monies are distributed for summer missionaries. Even if I give my entire summer to serve at VCBC I will still be considered as a volunteer.

☐ I am applying for the Summer Missionary Program. See back pages for details. Deadline is April 1st to join this program.

☐ I am applying for the Early Bird Special. See back pages for details. Deadline is March 1st to join this program.

T-Shirt size for Early Bird Special _____

REFERENCES

Give names and addresses of 3 persons, NOT RELATIVES, who have a current personal knowledge of your character, life style, experience or abilities. One must be someone who has **current personal interaction with you regularly as a spiritual leader/mentor**. (SS teacher, Youth group leader, Bible study leader, etc. Not your pastor unless they fulfill the above).

Name	Relationship to You	Phone

EXACT CAMPS YOU ARE AVAILABLE TO SERVE:

- | | |
|--|--|
| <input type="checkbox"/> Teen (finished 9-12) | <input type="checkbox"/> Junior II (finished 3-5) |
| <input type="checkbox"/> SaLT (finished 9-12) | <input type="checkbox"/> Junior High (finished 7-8) |
| <input type="checkbox"/> Primary (finished 1-2) | <input type="checkbox"/> Intermediate (finished 5-7) |
| <input type="checkbox"/> Junior I (finished 2-4) | <input type="checkbox"/> Middler (finished 4-6) |

Cabin leaders must have finished their Junior Year of High school and completed SaLT camp.

HEALTH HISTORY

Please check Yes or NO to the following:

	YES	NO		YES	NO		YES	NO
ADD/ADHD			Convulsions/Seizures			Heart Condition		
Allergies			Diabetes			Special Diet		
Asthma			Ear Aches			Stomach Aches		
Bronchitis			Frequent Colds			Tetanus Shot ()Date		
Allergic Reaction to Insect Bites			Allergic Reaction to Pain Relievers			Allergic Reaction to Antibiotics		

If YES to any of the above, please explain: _____

Serving as a cabin leader will be extremely taxing if done properly. It includes daily pressure from continued exposure of meeting others needs plus lots of activity in the summer heat. We hope you will weigh carefully your decision to serve at camp with us. Do you have any additional health problems or limitations that would interfere with your responsibilities as a cabin leader?

Do you require ongoing medications or treatments to be taken/given during camp? YES NO

What side effects can be expected with these meds? _____

CHRISTIAN EXPERIENCE

Home church _____ Denomination _____

College church _____ Denomination _____

How many times per month do you attend a church service? _____

Do you attend Sunday School/Bible study? _____ How often? _____

(Please answer on a separate sheet of paper)

2. Describe your devotional habits.
As you have been in God's Word, what verse/passage has especially stood out to you? Why?
3. Describe a recent situation when you ;
 - A. Felt the Holy Spirit convict you of sin. How did you respond?
 - B. Learned how BIG your God really is.
 - C. Added a burden to your prayer list.
4. How are you currently using your spiritual gifts to serve? Include age group served and your responsibilities.
5. What is your experience with; [Explain, your past and current involvement, and your position on each issue.]
 - *tobacco
 - *alcoholic beverages
 - *illegal drugs
 - *pre-marital sex
 - *same sex relationships
 - *pornography

DOCTRINAL STATEMENT

We stand for and emphasize the foundational truths held in common by evangelical Christians; our basis of fellowship being a oneness of heart and mind in all things of the Lord and adherence to the historic Christian faith expresses as follows;

- A. The Bible, which is verbally inspired by the Holy Spirit and inerrant in the original manuscripts and is the infallible, authoritative and complete Word of God.
- B. The triune Godhead in three Persons - Father, Son and Holy Spirit.
- C. The personality of Satan, called the Devil, and his present control over unregenerate mankind.
- D. The deity of Jesus Christ, His virgin birth, sinless life, death, bodily resurrection, present exaltation at God's right hand, and personal and imminent return.
- E. The ministry of the Holy Spirit is to glorify the Lord Jesus Christ, and during this age to convict of sin and regenerate the sinner upon believing in Christ, at the time of regeneration baptizing the believer into the one body of which Christ is the head, and to indwell, guide, instruct, fill and empower the believer for Godly living and service.
- F. Man was directly created by God in His own image and fell into sin. The only way a man can be saved from the penalty of sin and come into a relationship with God is through faith in the person and work of the Lord Jesus Christ. The one and only condition of salvation is receiving it by faith as a free gift. Since salvation is God's work and not man's, all true believers are kept saved forever. At salvation the believer receives a new capacity to live righteously. The old capacity to sin, however, is never eradicated in this life.
- G. The resurrection of the saved unto everlasting life and blessedness in Heaven, and the resurrection of the unsaved unto everlasting punishment in Hell.
- H. The Church, the Body or Bride of Christ, consisting only of those who are born again, for whom He now makes intercession in Heaven and for whom He shall come again.
- I. Christ's commission to the Church to go into all the world and preach the Gospel to every creature.

I have read and am in agreement with the above doctrinal statement:

YES

NO

Do you understand and are you willing to cooperate and support the policy of VCBC, that we are non denominational and only direct Bible teaching is to be used, without bringing in denominational doctrine or materials. We will not run down other churches or get into arguments for controversial doctrine. We will emphasize salvation and Christian living, allowing the Holy Spirit to convict and convince regarding issues over which evangelical believers have chosen to not agree.

YES

NO

My involvement with speaking/teaching in tongues, healings, can be best described as: (Circle One)

I have **no** experience

I **have** experience (Please explain below)

CHILD ABUSE RESPONSIBILITY

Child abuse is as old as the history of mankind. It has many ugly forms and is a problem of severe magnitude and shocking implications. The spiritual atmosphere Victory Center Bible Camp attempts to provide may be one of the best deterrents possible. When, however, an instance of child abuse is suspected or reported, our leadership must do everything it can to help those in need as quickly as possible along the best spiritual and professional guidelines.

A child abuse prevention and protection policy has been authorized by the Camp Board of VCBC and is required for all cabin leaders to read. If there is any suspicion of child abuse in any form, it must be reported to the VCBC director and the appropriate guidelines will be followed.

I acknowledge my responsibility to be careful and conscientious in reporting any suspicions to the leadership of VCBC.

Signature _____ Date _____

Have you ever been convicted of any offense other than minor traffic violations?

YES

No

If "Yes", please provide details of the conviction. (date, type of conviction, how it was resolved, etc.)
Please use additional paper if needed. _____

AUTHORIZATION

I have read and fully understand all questions requested on this page. I certify that all answers given by me are true, accurate and complete. I understand that the completion and/or execution of this form does not assure me a position, nor does it obligate me or VCBC in any way. I fully understand that the omission and/or misrepresentation of facts requested may cause for immediate dismissal without prior notice.

I authorize VCBC to:

- 1) Request and obtain information concerning my previous employment.
- 2) Contact any personal references I listed.
- 3) Conduct a criminal history file check by name and identifiers to determine the existence of any arrest resulting in conviction in any state in which I have resided.

All staff members over age 18 who will sleep overnight in a camper cabin will be subject to these screenings.

If accepted for service, I agree to abide by all the rules, policies and regulations of VCBC. I have read, understand and agree to the above.

Signature _____ Date _____

PERSONAL CONVICTIONS

Does my daily living honor the Lord in all things?

(Circle the # that most closely reflects you)

	Yes				No
1. Does the music I most commonly listen to lift up the Lord and Godly living?	1	3	5	7	9
2. Do the movies/TV shows I watch lift up the Lord and Godly living??	1	3	5	7	9
3. Is my daily speech filled with coarse joking, foolish talk or obscenities?	1	3	5	7	9
4. Are the things I <u>read or post</u> on social media honoring to the name of Christ?	1	3	5	7	9
5. Do the parties/entertainment that I attend honor Christ?	1	3	5	7	9
6. Are my <u>closest</u> friends fellow Christians who encourage my walk with God?	1	3	5	7	9
7. I would be embarrassed to have my mom view my internet history.	1	3	5	7	9

Use this space to further explain your answers given above.

SIGNATURE

I have read and fully understand all questions requested in the application. I certify that all answers given by me are true, accurate and complete. I understand that the completion and/or execution of this application does not assure me a position, nor does it obligate me or VCBC in any way. I fully understand that the omission and/or misrepresentation of facts requested may cause for immediate dismissal without prior notice.

Signature _____ Date _____

Please mail to: Ken Toews PO Box 524 Kadoka, SD 57543

Standards of Expected Behavior for all Staff at Victory Center Bible Camp

As staff we are a role model to campers and parents, therefore we have standards of expected behavior you are to understand and follow. Our goal is to provide camp staff who are prepared to best meet the needs of each camper. As staff we have a responsibility to lay our own freedoms aside for the sake of others who might be distracted by those freedoms. We wish to be upfront about our expectations so the gospel can be preached to all we encounter without distraction.

#1. As a part of our ministry team we expect integrity, loyalty and honesty. If you experience a difficulty with someone else, including the leadership, we expect you to go and openly discuss it with them, not criticize them behind their back. Matt 18:15-20

#2. Camp is for the camper, and you as staff are here to serve the camper.

Your personal social life must come second. Staff are not to be dating any camper while serving at VCBC.

Any verbal or non-verbal sexual behavior, advances, gestures, overtures with anyone will not be permitted.

Discretion must be used in physical contact with others.

Therefore, full body hugs, stroking, massaging, kissing, holding hands, wrestling, sitting on laps, sharing bunks

piggy-back rides, etc. raises questions and is not allowed between staff or/and campers and staff.

Avoid being alone with someone of the opposite sex, whether another staff or camper. Private in a public space.

Any knowledge or suspicions of anyone having an inappropriate relationship must be reported to the director.

Any misuse or abuse of a camper, whether verbal, emotional, physical, or sexual is not acceptable and will be dealt with..

#3. General appearance—VCBC staff are to represent a positive conservative role model of modesty and discretion in appearance. Due to leadership responsibilities, your personal freedoms in these matters may be limited in order to impact both campers and parents for Christ. Concerns regarding clothing, hair, piercings, tattoos, etc. will be dealt with on an individual basis with the directors as needed. If you have tattoos, piercings, etc. please contact us to discuss it prior to coming to camp.

#4. All staff are expected to attend evening chapels unless other arrangements are made. Your attendance at staff devos will be decided on an individual basis week by week.

#5. One of the great benefits of the camping environment is the removal of the noisy distractions of regular life, so greater attention can be given to listening to the Holy Spirit and inner reflection.

****All** cell phones, computers, electronic devices [except for speakers and head cooks] are to be turned in to the office by noon on opening day. This includes SSS, kitchen help, cabin leaders, administrative assistant.

#6. All staff [except head cooks and speakers] are expected to contact the directors before leaving the grounds for any reason, including exercise, etc. [One-on-ones up the camp road are okay.]

#7. Pictures of staff may be posted in camp brochures, on Face book, or on the camp website. Please contact us if this is a problem.

****Violations of #1-6 above will result in appropriate consequences as determined by the Director. Even though violations may be forgiven, they will result in a lack of trust. This trust must be regained to become a member of VCBC staff in the future. These guidelines are in place for the good of the camp, to provide uniform expectations and will provide a safe environment for the campers.**

The following are grounds for immediate dismissal of a staff member:

- A. Possession of a gun, knife, explosives, or weapon designed to inflict bodily harm.
- B. Assault, battery or fighting.
- C. Sexual contact of any kind with anyone. (well maybe an exception for married couples. ☺)
- D. Possession, use, or being under the influence of any drug, legal or illegal, unless currently being prescribed by a licensed medical practitioner and administered according to the required instructions.
- E. Anyone entering a dorm/cabin/bedroom of the opposite sex without permission from the director.

I realize that if I violate #A-E above I will be excused from my camp staff position.

I have read, understand and agree to follow the policies listed above.

Signature _____ Date _____

DOCTRINAL QUESTIONNAIRE

Please answer the following questions on a separate sheet of paper. Because of your previous experience as staff at VCBC you are now ready to think more deeply about issues affecting campers and our society today. These questions are included to help us better understand how you would discuss issues with your campers.

#1. Attacks on God's Word that are increasingly common today. Examples include;

- Six day creation vs evolution/billions of years theory.
- Marriage is to only between one man and one women.
- Homosexuality is not a sin. God created them this way.
- The Bible cannot be trusted – it has mistakes.
- Man is created 'good'. Our environment is what causes us to sin.
- All truth is relative. There is no absolute truth.
- There are many ways to God. Only elitists would claim to know the only way.

Pick **three of the seven options** above that you are most passionate about to discuss .

Use this format in your answer for each one.

- 1]. Explain the reasoning of the person who is attacking the authority of the Bible.
- 2]. What would they offer by way of support for their position?
- 3]. What defense would you offer to discredit their position? You must include scripture!!
- 4]. Do you think your defense is sufficient to carry the argument? WHY?

#2. VCBC exists to share the gospel with campers and encourage those who trust Jesus as Savior to grow and then serve others.

- *How will you work with a camper who is hesitant to talk about spiritual things.
- *How will you share the gospel with someone who is trusting in baptism, good works, etc?
- *How will you deal with a camper who refuses to do a one-on-one?

#3. Please outline the camp's position on how to explain assurance of salvation including the scripture verses used in camp training. [See Salt Manual for assistance].

#4. Doing a one-on-one is a vital component of fulfilling the purpose for VCBC. In view of keeping the main thing [salvation] the main thing, what questions might you ask of any camper who claims to be a Christian, to determine if they truly understand the gospel? Write out your questions.

#5. Ministry revolves around three circles of influence: God's part, our part, and the camper's part. Explain what you see as God's part, your part, and the camper's part as it relates to your involvement with campers on one-on-ones, cabin devos, break-out groups, etc.

#6. Returning staff often have developed close friendship with other returning staff. This is a good thing. But, if left unchecked, cliques can quickly develop.

- *What are some unintended consequences?
- *How can we intentionally avoid cliques and include new staff?

The VCBC Summer Missionary Program

1. This program involves raising your own support/finances under the authorization of Victory Center Bible Camp while doing summer service at VCBC. You will serve under camp directors, Ken & Karen Toews.
2. You will serve for a limited period of time on a full-time basis. This term of ministry is 7 weeks unless previous arrangements are made and confirmed with directors.
3. You will be required to:
 - ***complete** all necessary applications and forms to become a summer employee of VCBC by deadline of April 1st.
 - ***write** a letter to potential donors explaining your desire to raise support.
 - ***recruit** 6 partners who will dedicate themselves to pray for you daily.
 - ***read and answer questions** from “*How to Be a Successful Camp Counselor*” (1st year) or “*Mastering Leadership*” (2nd year)
 - ***send** thank you notes to all donors.
 - ***send** newsletters to keep donors and prayer warriors informed.
4. There is a direct correlation between your effort given and dollar amounts raised. Although not required, you will be expected to:
raise support by contacting churches and giving presentations
send letters to potential donors
5. You must meet these eligibility requirements:
 - has accepted Jesus Christ as personal Savior.
 - must have completed your Junior year in high school.
 - has a good testimony in local church and community.
 - demonstrates spiritual, emotional and social maturity.
6. Please understand this is not a program to get ‘easy money’ to work at camp for a summer. Raising support and maintaining relationships with those who support you is labor intensive and a responsibility to take seriously.
7. If you wish to be a part of this opportunity, please sign below indicating your desire. We will then get in contact with you and continue the process needed to make your desire to serve as a summer missionary a reality.
8. I have read, understand, and agree to abide by the above.



Signed _____ Date _____

Parent Signature (if child is still in HS) _____

Date _____



Incentives and Deadlines Package for Staff

Choosing to raise support with Victory Center Bible Camp

MARCH 1 Early Bird Special Incentive

*When the VCBC application is postmarked by **March 1** you receive an “incentive package.”

Free yearly themed VCBC staff T-shirt & water bottle.

\$200 guaranteed given towards your support.

APRIL 1 Deadline

*The application must be postmarked by **April 1** to be accepted through the VCBC Summer Missionary Program.

APRIL 15 Incentive

Another \$200 guaranteed* given toward your support if your rough draft support newsletter is emailed/postmarked to us by **April 15.

-Allows your name and letter to be included in our camp support fund raising brochure that is sent to the camp mailing list.

-Failure to meet this deadline means you will NOT receive a portion of financial gifts given to be divided evenly between all summer missionaries.

AUGUST 30 Incentive

**Another \$200 guaranteed* given toward your support if:

[1] all your donor thank-you's are written and sent and

[2] your final newsletter to your donors has been mailed by deadline of **August 30** and a copy also sent to our office.