

RESPONSIBILITIES OF QWANOES STAFF MEMBERS

(Note: this also applies to Qwanoes C.I.T.'s)

The vision for our summer staff team is to form one body united in one 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 Qwanoes pursue spiritual maturity, godliness and ministry without unnecessary distraction. Qwanoes 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 Qwanoes must agree to maintain its standards, which have the Word of God as their basis and are summarized below. Those who apply to Camp Qwanoes and cannot, in good conscience, agree to uphold these standards in their beliefs, conversations and lifestyles should seek another more acceptable situation.

RESPONSIBILITIES OF QWANOES STAFF MEMBERS ARE SUMMARIZED AS FOLLOWS:

1. TO PASSIONATELY EMBRACE THE PURPOSE AND VALUES OF CAMP QWANOES
2. TO FAITHFULLY UPHOLD THE STATEMENT OF FAITH
3. TO WHOLEHEARTEDLY ADHERE TO CAMP QWANOES STAFF STANDARDS

WHO WE ARE

Qwanoes is a youth-focused high adventure Christian residential camp seeking to encourage commitment to Jesus Christ and provide biblical discipleship through relationship-focused, fun-oriented, and Christ-centred programs.

QWANOES PURPOSE...A VISION FOR CHANGED LIVES

Qwanoes exists to love kids to life...helping them discover, live and share life like no other in Christ.

SOME OF OUR CORE VALUES

- **We value kids.** The heart of Qwanoes is a heart for kids and for Christ. We have a passionate love for young people of all backgrounds.
- **We value changed lives.** We seek to introduce as many kids as possible to Jesus Christ, and to help campers and staff become as spiritually mature as possible.
- **We value a relationship-focused, fun-oriented approach.** We believe that building relationships is essential to impacting lives for Jesus and that a fun-oriented approach creates excellent opportunities for relationships to grow.
- **We value community.** We believe that the camp setting gives a unique opportunity to build a safe, caring community in which God can work. As a community that seeks to honour God, we place the best interests of the community above our personal preferences.
- **We value a team approach.** We believe that serving together in unity is essential. We seek to support, love, and respect each other. All staff regardless of position are Christian role models and have an equally essential part to play in loving kids to life.
- **We value application of Scripture.** We believe in the inspiration and authority of the Bible and seek to communicate for life change in ways that people can understand.
- **We value relevance.** We believe that ministry must always be done in the context of the current generation and culture. We seek to meet people where they are at without compromising our core beliefs.
- **We value excellence.** We strive in God's power for high quality in all aspects of our ministry. We seek to provide the greatest week of our campers' lives.

STATEMENT OF FAITH

(As a Fellowship Baptist camp, Camp Qwanoes adheres to the *Statement of Faith of The Fellowship of Evangelical Baptist Churches in Canada.*)

1. Bible: We believe the Bible to be the complete Word of God; that the sixty-six books, as originally written, comprising the Old and New Testaments were verbally inspired by the Spirit of God and were entirely free from error; that the Bible is the final authority in all matters of faith and practice and the true basis of Christian union.

2. God: We believe in one God, Creator of all, holy, sovereign, eternal, existing in three equal Persons, the Father, the Son, and the Holy Spirit.

3. Christ: We believe in the absolute and essential deity of Jesus Christ, in His eternal existence with the Father in pre-incarnate glory, in His virgin birth, sinless life, substitutionary death, bodily resurrection, triumphant ascension, mediatorial ministry and personal return.

4. The Holy Spirit: We believe in the absolute and essential deity and personality of the Holy Spirit Who convicts of sin, of righteousness and of judgment; Who regenerates, sanctifies, illuminates and comforts those who believe in Jesus Christ.

5. Satan: We believe that Satan exists as an evil personality, the originator of sin, the arch-enemy of God and man.

6. Man: We believe that man was divinely created in the image of God; that he sinned, becoming guilty before God, resulting in total depravity, thereby incurring physical and spiritual death.

7. Salvation: We believe that salvation is by the sovereign, electing grace of God; that by the appointment of the Father, Christ voluntarily suffered a vicarious, expiatory and propitiatory death; that justification is by faith alone in the all-sufficient sacrifice and resurrection of the Lord Jesus Christ and that those whom God has effectually called shall be divinely preserved and finally perfected in the image of the Lord.

8. Future Things: We believe in the bodily and glorious return of the Lord Jesus Christ; in the bodily resurrection of the just and unjust; in the eternal blessedness of the redeemed and in the judgment and conscious, eternal punishment of the wicked.

9. The Local Church: We believe that a church is a company of immersed believers, called out from the world, separated unto the Lord Jesus, voluntarily associated for the ministry of the Word, the mutual edification of its members, the propagation of the faith and the observances of the ordinances. We believe it is a sovereign, independent body, exercising its own divinely awarded gifts, precepts and privileges under the Lordship of Christ, the Great Head of the church. We believe that its officers are pastors and deacons.

10. Ordinances: We believe that there are only two ordinances for the church regularly observed in the New Testament in the following order:

a. *Baptism* which is the immersion of the believer in water, whereby he obeys Christ's command and sets forth his identification with Christ in His death, burial, and resurrection;

b. *The Lord's Supper* which is the memorial wherein the believer partakes of the two elements, bread and wine, which symbolize the Lord's body and shed blood, proclaiming His death until He comes.

11. The Church and State: We believe in the entire separation of church and state.

12. Religious Liberty: We believe in religious liberty; that man has the right to practice and propagate his beliefs.

13. The Lord's Day: We believe that the first day of the week is the Lord's day and that, in a special sense, it is the divinely appointed day of worship and spiritual exercise.

14. Civil Government: We believe that civil government is of divine appointment for the interest and good order of society; that magistrates are to be prayed for, conscientiously honoured and obeyed, except only in the things opposed to the will of our Lord Jesus Christ, Who is the only Lord of the conscience and Prince of the kings of the earth.

CAMP QWANOES STAFF STANDARDS

Understanding that each Qwanoes staff member may have personal views and convictions concerning the following standards, nonetheless Qwanoes staff members (during the **entire term of service** both on-site and off-site, including Advance Crew, staff training, and time-off) are responsible to:

1. Obey the law and act as responsible citizens. For example, this precludes the use of marijuana and drugs for non-medical purposes, disrespect or borrowing without permission the property of others, and disregard for the rules of the road when driving.

2. Obey the highest command: to love God and one another. Our love for Jesus Christ is demonstrated by our willing obedience to His Word (John 14:21). Loving one another includes "doing to others what you would have them do to you" (Matthew 7:12), avoiding favoritism or prejudice (James 2:8-9), putting the needs and interests of others ahead of one's own (Philippians 2:3-4), encouraging and building one another up (Ephesians 4:29; I Thessalonians 5:11), being kind, compassionate and forgiving (Ephesians 4:32), bearing one another's burdens (Galatians 6:2); and caring enough to lovingly confront when necessary, speaking the truth in love (Ephesians 4:15).

3. Refrain from practices which are condemned by God in the Bible. These include but are not limited to drunkenness (Eph. 5:18), swearing or use of profane language (Eph. 4:29, 5:4; Jas 3:1-12), harassment (Jn 13:34-35; Rom. 12:9-21; Eph. 4:31), all forms of dishonesty including cheating and stealing (Prov. 12:22; Col. 3:9; Eph. 4:28), abortion (Ex. 20:13; Ps. 139:13-16), involvement in the occult (Acts 19:19; Gal. 5:19), and sexual sins including premarital sex, adultery, homosexual behaviour, and viewing of pornography (I Cor. 6:12-20; Eph. 4:17-24; I Thess. 4:3-8; Rom. 2:26-27; I Tim. 1:9-10). Furthermore married staff members agree to maintain the sanctity of marriage and to take every positive step possible to avoid divorce.

4. Use careful judgment in the exercise of personal freedom. (Gal. 5:16-6:10; Rom. 12:1-15:13; I Cor. 8:9-13; 13:1-13; Eph. 4:17-6:18; Col. 3:1-4:6; I Thess. 4:1-5:24). This entails: the responsible use of time and material resources, and the honest pursuit of spiritual growth including regular personal devotions, attendance at staff meetings, Q-Town and other staff events. It also requires that staff members abstain from the use or possession of alcoholic beverages, tobacco in any form (including cigars), other forms of substance abuse, and gambling. Staff members agree to remain above reproach in terms of remaining out of the residential quarters of the opposite sex and maintain modest, inoffensive behaviour in personal relationships. Staff members are to use discretion when using email or internet, making sure that their use of these media consistently reflects the Godly standards the camp upholds.

Furthermore, because many contemporary forms of amusement are of questionable value or diminish one's moral sensitivities, staff members are to use discernment in their choice of entertainment including television, movies, websites, live productions, books and magazines. Staff

members agree to avoid all public use of secular music at camp except when it is an approved part of the camp program. When away from the camp during their term of service, staff members should avoid facilities where alcohol is liberally consumed, discretion in the choice of music is not exercised, and the overall atmosphere is questionable. Staff members should consistently reflect the camp standards in all they do.

This statement of beliefs and standards is not meant to bind Qwanoes staff to legalism, but to free each one to pursue personal godliness, to be the light of the world to those in darkness and to build up the kingdom of God among campers and staff. Certain expectations described above may not be explicitly commanded by Scripture, but have been deemed by Camp Qwanoes to be necessary to the harmony and spiritual development of its staff and the purpose of this ministry. Therefore, all those who are accepted as paid or unpaid staff of Camp Qwanoes must commit themselves to follow the application of the *Fellowship Baptist Statement of Faith* and *Qwanoes Staff Standards*, and to maintain the integrity of that commitment.

COMMITMENT TO THE MINISTRY OF CAMP QWANOES

Upon acceptance as a staff member of Camp Qwanoes, 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 Qwanoes.
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 Responsibilities of Qwanoes Staff Members*, and will support and promote 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 any pending criminal charges or convictions that would preclude me from working with children.

Print Name _____ Date _____

Signature _____



LIFE LIKE NO OTHER!

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