



**“Growing deeply-rooted followers of Jesus who are equipped for God’s harvest - wherever they are planted.”**

## Seasonal Staff Guide



**Challenge & Experience**  
You have to try something new, and risk failure, to grow. Under guidance, experiential learning leads to growth.

**Service & Work**  
We offer the gift of honest work and real responsibility - learning to serve others, not just ourselves.



**Play & Rest**  
We offer the gift of play and rest. Play restores creativity and relationship. Rest points us toward the rhythms of God’s healing Sabbath.

# WELCOME!

Thanks for considering IAWAH as a place of service for a part or all of spring, summer and fall.

This Guide along with individual job descriptions is designed to help you navigate through the different opportunities that are available, and assist you in applying to serve this year. Whether you are thinking of volunteering for a week or serving for an extended period of time (spring, summer and fall), we invite you to prayerfully imagine what role(s) you may be able to fill.

Please don't hesitate to contact us with questions, new ideas or dreams. Our website, [www.iawah.com](http://www.iawah.com), is a great place to find the latest staff information, current job postings and other camp information.

As we strive to listen to parents and current camping trends we continue to develop and tweak the experiences that we offer our campers. As such, we have simplified the camp experience and made camp available to a wider range of campers weekly.

The Main Cabin Villages (13 cabins) will hold both our Junior (grades 2-5) and Senior (grades 5-8) camps all summer. In addition to these programs, we will be running Jumpstart (grades 1-3), 4 layers of YDLP, and just to make things interesting we'll then throw in a day camp of 60 kids in the middle of the summer.

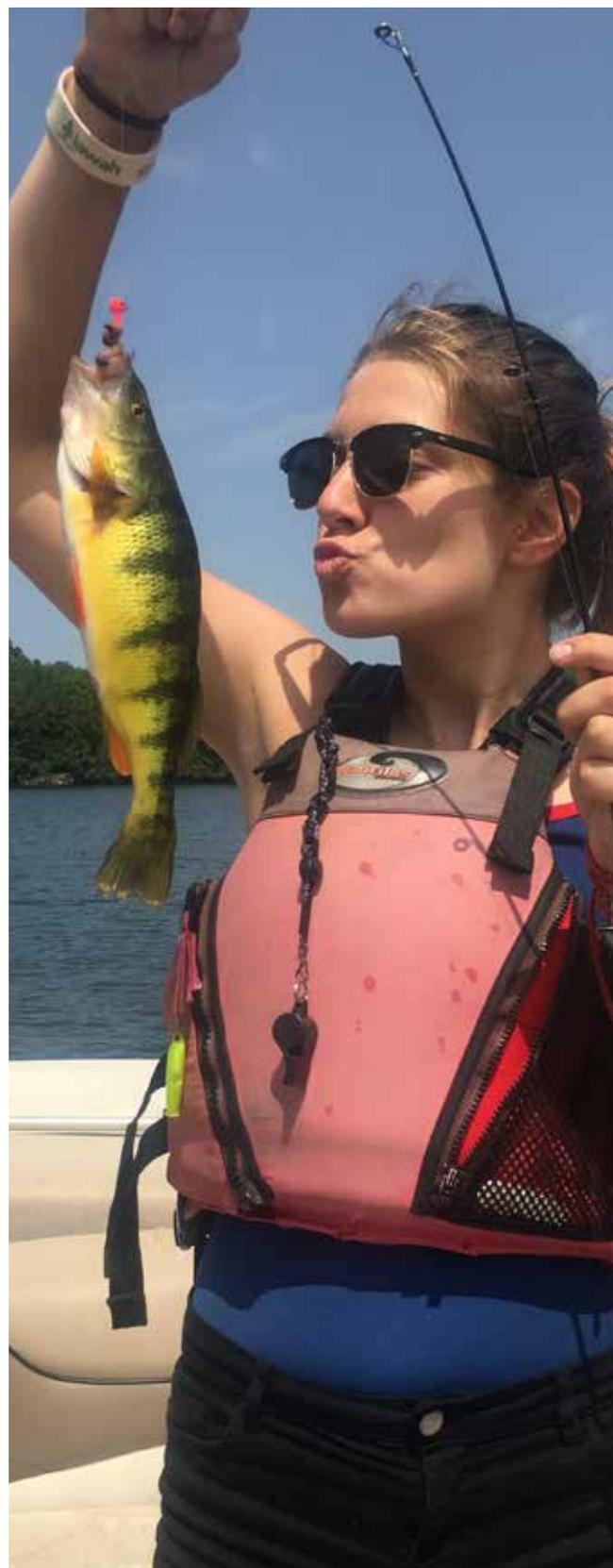
How does this impact the staff? Well, certain staff members who love the younger campers will specialize in Junior Camp. While staff members who can really connect with the older campers will specialize in Senior Camp. There will be some cross-over of staff from camp to camp, especially in activity area teaching.

Working at IAWAH can be a very rewarding and fulfilling experience. The soft and hard skills that you learn will be with you for life. A summer at IAWAH is sure to change your life.

As you consider who you are and what role you might have on our staff team, may you allow the Spirit of God to guide you, grant you wisdom, conviction and peace.

If you'd like to know more about this awesome ministry feel free to contact the camping team.

Ken Vissers  
General Director  
[camping@iawah.com](mailto:camping@iawah.com)



**“The purpose of IAWAH is to plant seeds of faith, nurture disciples, and cultivate leadership.”**

# INTRODUCTION TO IAWAH

Camp IAWAH was established in 1956 by Charlie Leach, the founder and director of the Christian Youth Centre (Kingston), now corporately known as IAWAH Christian Ministries. Since its first summer of 19 campers, IAWAH has grown into a comprehensive Christian camping ministry that serves eastern Ontario through the ministries of Summer Camping, Youth Development & Leadership Programs, School Programming and Retreats. IAWAH's name is taken from Proverbs 3:5,6 "...In All Ways Acknowledge Him..."

The language of agriculture provides the imagery for describing why IAWAH exists. The mission of IAWAH is to plant seeds of faith, nurture disciples, and cultivate leadership. This is done by creating an experience where guests are welcomed, inspired and meet Christ.

IAWAH's Spring, Summer and Fall Staff Teams include over 150 youth and adults, who each year sacrificially give of their time, resources and holidays in order to make an unforgettable experience for over 2500 campers and students. Some serve all spring, summer and fall, some for only spring or summer and others for only a week or two and all are greatly appreciated as a part of our team.

IAWAH's Staff typically have completed (or are in the process of completing) grade 11 and are characterized as learners -- growing and maturing in their faith with God and passionately following Jesus Christ. They are not given to addictions such as tobacco, alcohol, drugs, pornography, etc.



**We believe that God created all humanity in his image, regardless of gender, colour, or class and thus all people are precious image bearers.**



## **Christ:**

**The centrality of Jesus as witnessed in His creation, birth, teaching, cross and Resurrection.**

## **Scripture:**

**The reality of a God who has spoken and continues to speak. Study leads to discovery of truth, meaning and direction.**

## **Creation:**

**We live within, learn to value, and care for God's Creation. We utilize the outdoors for learning.**

## **Relationship:**

**We facilitate the building of community through fostering real versus virtual relationships.**

*For more IAWAH Core Beliefs go to:  
[www.iawah.com/aboutus](http://www.iawah.com/aboutus)*

**IAWAH is open year-round, with our busy season stretching from April to October. During this time, IAWAH experiences three different seasons of work; Spring, Summer and Fall each with their unique style.**

### **SPRING**

Spring staff will see a mixture of school groups visiting for an "end of the year trip" as well as weekend retreats. This team will also participate in extensive work to prepare IAWAH for the summer season, through work projects and program area preparation. The Spring Staff Team are individuals who have a desire to serve guests and demonstrate the love of Christ primarily through their attitude, habits and service.

### **SPRING STAFF TEAM**

The Spring Staff Team is made of individuals who are dedicated to providing a high quality space and program where students from eastern Ontario are welcomed and inspired to meet Christ. Staff provide recreational outdoor programming for students at the request of individual teachers and schools. The spring programming has a heavy emphasis on exciting, memorable experiences, as teachers bring their classes for a "year end" trip. Spring also consists of extensive preparation for the upcoming summer season through work projects, preparing program areas, cleaning and staff training and development in specific areas.

The team is made up of staff that are willing to serve for summer as well, usually in a leadership role, either on the camping team or the YDLP team.

### **SUMMER**

Summer is fully programmed with over 800 campers of all ages experiencing IAWAH's own Camping ministry. There are a few separate staff teams in the summer, but all work and join together to provide a space where campers can come to experience and hear about life with God.

### **FALL**

The Fall is filled with church retreats, high school leadership camps and IAWAH retreats. The Fall Staff Team have the same desire as the Spring Staff Team with an additional focus toward facilitating student leadership guest groups.

## **CHARACTERISTICS OF AN IAWAH STAFF MEMBER...**

**LOVES JESUS**  
**RESPONSIBLE**  
**MATURE**  
**LOVES KIDS**  
**TIMELY**  
**INNOVATIVE**  
**FRIENDLY**  
**ADVENTUROUS**  
**ADAPTABLE LEARNER**  
**TEACHER**  
**CREATIVE**  
**FUN**





### **SUMMER CAMPING TEAM**

The Summer Camping Team is all about welcoming and inspiring campers to meet Christ. This group of 40-50 young adults and adult resource staff deliver the camper experience. The Summer Camping Team is dedicated to providing an experience where seeds of faith are planted and disciples are nurtured.

**Camping and YDLP Leadership Team** members are staff who have completed a minimum of one year of post-secondary education (or are the equivalent age). This consists of senior staff who are the day to day runners and organizers of camp. These staff must be very self-motivated, have a love for working with both staff and campers, and have a strong drive to give each camper the best experience possible.

**Program Directors** focus on creating, and executing great events for the camp to participate in. The events should be age appropriate and usually follow a weekly theme. Program Directors are a part of the Camping Leadership Team. They help to keep the camp on schedule and work to bring that little bit of extra "wow" to the camp.

**Dons** are the staff who have a line on how camp is running from a camper perspective and staff perspective. They are on the ground making sure problems are sorted out, helping cabin leaders, and hanging out with campers who need a little bit of extra care. Dons need to be highly self-motivated, very friendly, a great problem solver and very flexible.

**Cabin Leaders** focus on building a strong cabin community, facilitating long lasting friendships, discovering God's Truth and modelling Christ to campers. Cabin Leaders make up the majority of the summer staff team. Each cabin leader specializes in teaching a few activity areas. Typically each cabin leader has one week off during the summer, and one week serving exclusively in activity areas or food service.

**Activity Leaders** work to create an environment where kids have fun and build confidence through energetic, high quality activity sessions. Most staff who are exclusively activity leaders are certified in the area (eg. NLS, Basic Canoe Instructor, Ropes Level 1 or 2).

**Food Service and Operation Staff** work behind the scenes, serving the practical needs of excellent food, quality buildings and provide a great play space for campers.

**Trip Guiding Staff** are part of a small team of guides who are passionate about using the outdoors as the context for planting seeds of faith, nurturing disciples and cultivating leaders. Trips are 3-12 days in length. Guides have certification and experience in canoeing, canoe tripping, NLS certification and WFA. Guides lead both campers and YLDP participants. (IAWAH provides opportunities to gain some of these certs. each year).

Other Staff Roles include; camp photographer, worship coordinator, and various staff who work as "area heads".

**For a full listing of jobs visit [www.iawah.com/serve-with-us](http://www.iawah.com/serve-with-us)**

## YOUTH DEVELOPMENT & LEADERSHIP TEAM

The Youth Development & Leadership Team is comprised of a versatile staff who are able to plant seeds of faith, nurture disciples and cultivate leaders. The four-tiered program is designed to track a participant through high school beginning with the completion of Grade 8. The programs are distinct, and as such, require different skill sets and leadership styles to lead them. All YDLP staff need to be prepared to work in an "isolated community" - meaning that the YDLP staff typically don't have time to build community with the "main camp" staff. We have found it most successful when YDLP staff form their own strong community amongst themselves.



**Year 1 - RISE:** Staff Leaders focus on leadership skills in a Christian context, teaching and modeling solid work habits and encouraging growth. They need to be strong in teaching youth, supervising camper-camper interactions, and modeling Godly leadership.

**Year 2 - CREW:** Staff Leaders focus on exposing youth to Christian community, teaching and modeling solid work habits, encouraging personal growth, and teaching Scripture. They need to be strong in building intentional community, supervising work (housekeeping and dishes and facility projects) and modelling a Godly lifestyle.

**Year 3 - ROOTS:** ROOTs Staff Leaders focus on Godly character development in youth. Scripture, and a local outreach are the primary tools that are used to teach and develop character. Year 3 leaders need to be strong in coaching and mentoring. ROOTs staff focus in one of three different areas: Wild, Altitude or Amazing Race. ROOTs Wild includes a challenging 10-day canoe trip, ROOTs Altitude involves 10 days of hiking, and camping in the Adirondacks learning mountaineering and climbing skills and ROOTs Amazing Race involves navigating the Rideau River in a voyager canoe, and engaging in friendly competition as teams compete to win the race.

**Year 4 - REACH Costa Rica / REACH Constance Lake First Nation** For students who have completed grade 11, these three and four week programs begin and end at IAWAH, follow the same curriculum on poverty alleviation and cultural Christianity but differ in location and people group. The Costa Rica team is based at Camp La Cumbre, a Christian Adventure Camp high up in the cloud forests of the mountains south of San José. Participants will experience Latin American culture, serving alongside the La Cumbre leadership team helping to run a youth camping program. Other aspects of this experience include a challenging seven-day hike from Continental divide to the coast and learning about the global church through visiting a number of ministry related projects in the San Jose area. REACH Constance Lake revolves around the First Nations community of Constance Lake. The group will learn from the community as well as serve where needed, working with children and youth. The program finishes with a canoe trip on the Missinaibi River beginning at Mattice and finishing at James Bay.

Because of the context, leaders must be mature in their faith; flexible and willing to learn, teach effectively and give the needed support to participants who may be experiencing culture shock. This program is available for staff to participate in as well.

## APPLICATION & HIRING PROCESS

### APPLICATION

Our staff application can be completed online. Please visit [www.iawah.com](http://www.iawah.com) and then click “serve with us” then “prospective staff” to find the link to our application database. There you will be required to complete/attach the following:

1. Create/login to your staff account
2. Submit/review contact info
3. Submit application questions
4. Submit references

### REFERENCES

Three references are required for new staff one of which must be from a Pastor/Minister or Christian Leader. Letters of reference can be submitted with your application or included with your resume. The individuals may be contacted in regard to this application. Returning staff are only required to submit one current reference (non IAWAH context).

If you are selected for an interview an IAWAH staff member will contact you within two weeks. Note: Not all applicants are contacted to setup an interview.

*Note: all positions also require roles in greeting campers on arrival day, as well as cleaning cabins, buildings and grounds on the last day of each camp. Other responsibilities may be assigned as required.*

### INTERVIEW

Interviews may be in person, by phone, skype or facetime. After the interview, an IAWAH staff member will contact references, and then make a decision about hiring. Typically, we make decisions in batches, monthly.

### COMMUNICATION & HIRING

Successful applicants will receive an offer of employment by e-mail. This e-mail is not your contract but it will let you know our intentions of hiring you. Shortly after you will receive a contract

Upon acceptance and before employment begins all staff will be required to submit:

1. Signed employment contract including your social insurance number and banking information.
2. Copy of current certifications.
3. Police Record Check including Vulnerable Persons Sector Check- current within two years.
4. Medical forms (summer only).

*All of these documents must be submitted to IAWAH before June 1, 2021 unless otherwise stated. If you wish to have a paper copy of the application form please contact: [camping@iawah.com](mailto:camping@iawah.com)*

### Required Pre-interview Application Questions:

1. What personal qualities/characteristics do you possess that would make you a valuable employee at IAWAH? What qualities/characteristics may hinder you as an employee?
2. When do you best feel success in your workplace; when someone tells you you've done well, or when you know you've done well. Explain.
3. List two things that God/the Holy Spirit has taught you over the past year. How is this going to help/hinder your work at IAWAH?
4. Describe a time (within a work/volunteer context) that you identified a problem. How did you go about addressing the problem? What was the outcome?
5. Read over IAWAH's Core Beliefs and Values document found on the IAWAH website under the "Explore IAWAH" section. Do you agree with IAWAH's Core Beliefs and Values Statement in its entirety or are there certain aspects of this statement that you either disagree with or are still figuring out? If so, please explain which part(s) of the statement you are not in full agreement with and why. (Disagreeing with part of the IAWAH Core Beliefs and Values statement does not preclude you from a position on the IAWAH staff team.)

## ORIENTATION & TRAINING

IAWAH values staff who seek to develop professionally. Pursuing certifications (First Aid, NLS, ORCKA, Challenge Course Practitioner, etc.) would be a valuable asset to any applicant. IAWAH may be willing to assist staff with resources to pursue required certifications. Staff can expect to receive IAWAH specific training appropriate to their assigned role. Training opportunities are varied. Staff Training is mandatory. The staff training sessions that staff members attend are based on their summer job and whether they've been an IAWAH staff member before. The session that you are expected to attend will be stated on your contract. Be prepared for a week or two of intense training and preparation for summer.



**"The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full." John 10:10**



## LOOKING AHEAD?

For most IAWAH staff, the first year is learning the IAWAH ropes. The second and third summers are about excelling in your role or trying something new. For those who demonstrate transferable leadership skills, the third and following years become an opportunity for supervision and investment in others. IAWAH seeks to cultivate leaders, equipping them for service wherever they may be planted.



**For more information or to apply visit: [www.iawah.com/serve-with-us](http://www.iawah.com/serve-with-us)**