

**BRIGHTWOOD RANCH
STATEMENT OF FAITH AND LIFE**

A. Scripture

We believe the Bible, both the Old and New Testaments, to be the infallible Word of God; it was verbally and fully inspired by God, all we need to know concerning our need of salvation is clearly shown in its pages and is our supreme and final authority in all matters of faith and conduct.

B. God

We believe that there is one God, creator and sustainer of all things, eternally existing in three Persons: Father, Jesus Christ, Our Lord and Savior, and Holy Spirit. These three representing the Holy Trinity in one.

C. Jesus Christ

We believe in Jesus Christ as fully human and fully God; His virgin birth by the Holy Spirit, His sinless life, His miracles, death on the cross, burial, His bodily resurrection from the dead for the redemption of our sins and that by faith and confession we will have eternal life through salvation in Christ. We believe that Jesus Christ our Lord ascended into heaven and is now sitting at the right hand of God our Father where He, the only mediator between God and humanity, intercedes on our behalf.

D. Holy Spirit

We believe the Holy Spirit is fully God; He has come into the world to reveal and glorify Christ and apply the saving work of Christ to all of humanity. He convicts and draws sinners to Christ that by salvation they will know God's truth.

G. Salvation

We believe that Jesus Christ by His death on the cross made a perfect atonement for sin; that salvation is found only through Him; that all who believe in Him have the forgiveness of sins through His shed blood.

H. Life after Death

We believe that there will come a day of God's judgment upon humanity. We believe the unsaved will suffer eternal separation from God.

CHRISTIAN CONDUCT.

The Christian Life

The statement of faith is lived out in our conduct. Therefore the camp provides opportunity for good personal and social enjoyments in the areas of fellowship, sports, recreation, and in the development of various skills, wholesome relationships and Christian attitudes. This Christian freedom, in all realms is to be protected, particularly in areas of ethical dangers. Hence abstinence is expected from smoking, drinking alcoholic beverages, use of illegal drugs, gambling, and immoral behavior, lest we be hindered or distracted in our striving to live faithfully for Christ in our society

Statement of Agreement: I agree with the Statement of Faith and Life. I have received Jesus as my personal Lord and Savior and I strive to follow Him and remain obedient to Him in my daily life.

I am encouraged to be a member in good standing and a regular attendee of a Bible believing Christian church, assembly or fellowship.

Date: _____ Signature: _____

Brightwood Ranch

Staff Application

Please pray about this application. does God want you in this ministry? We will be praying too. The completion of this form is the first step to coming on staff. After the references have been processed, you will be notified if we wish to set up an interview.

If there is insufficient space continue on blank paper and attach to this form.

While previous camping experience is helpful, it is not essential. Applications are accepted from those 16 and older who know and love Jesus Christ as their Saviour and Lord, relate well to young people, and have a desire to be involved in a self-giving ministry.

I am applying for a:

a paid position I wish to volunteer I will volunteer if all paid positions are taken

Please mark your #1 choice then 2nd and 3rd if you are open to working in more than one area. It is probable that those positions marked with an * will minister in at least two areas in the summer.

4 MONTH POSITIONS

- | | |
|---|--|
| <input type="checkbox"/> Main Site Program Director | <input type="checkbox"/> Tipi Village Program Director |
| <input type="checkbox"/> LDP Program Leader | <input type="checkbox"/> GO Team Program Leader |
| <input type="checkbox"/> Head Cook | <input type="checkbox"/> Secretary* |
| <input type="checkbox"/> Wrangler Training Program Leader | <input type="checkbox"/> Wrangler |
| <input type="checkbox"/> Assistant Maintenance | |

2 MONTH POSITIONS

- | | |
|--|--|
| <input type="checkbox"/> Nurse/First Aid Attendant* | <input type="checkbox"/> Senior Counselor* |
| <input type="checkbox"/> Wrangler | <input type="checkbox"/> Assistant Cook |
| <input type="checkbox"/> Youth Development Program Assistant | <input type="checkbox"/> Male / Female Unit Leader |

VOLUNTEER POSITIONS

- | | |
|---|--|
| <input type="checkbox"/> Activity Instructor* | <input type="checkbox"/> Kitchen Helper* |
| <input type="checkbox"/> Junior Counselor* | <input type="checkbox"/> Wrangler |

General Information

Name: _____ Date of Birth: _____

Address: _____ City/Prov: _____

Code: _____ Phone: (home) () _____ (sch/office) _____

Cell Phone () _____ Email: _____

Have you previously worked at Hope Mission? Yes No

If Yes, give date (s): _____

Do you have any relatives employed with Hope Mission? Yes No

If Yes, give name (s): _____

I will be available to start on _____

I will be available for service until _____

Do you have First Aid _____ Level/Certification: _____ Expiry Date: _____

Do you have CPR _____ Level/Certification: _____ Expiry Date: _____

How did you hear about this position? _____

Are you legally entitled to work in Canada? _____

Education

Education levels and degrees will be verified if an offer of hire is extended.

_____ Grade achieved _____ Diploma

_____ Trade _____ Diploma

_____ Major/Minor _____ Degree

References

Please supply the names, addresses, and phone numbers of three people who know you well and have agreed to act as a reference for you. There are three separate reference forms, therefore supply one of each of the following:

- 1) Pastor, Youth Leader, Clergyman, or full time Christian Worker
Name: _____ Phone: _____
Address: _____
Fax Number if possible: _____ Email: _____
- 2) Present or most recent Employer, Teacher (if you are in school)
Name: _____ Phone: _____
Address: _____
Fax Number if possible: _____ Email: _____
- 3) Christian Adult 25 or older
Name: _____ Phone: _____
Address: _____
Fax Number if possible: _____ Email: _____

If you cannot supply one of the above, supply a second of one of the others and designate which reference form they received.

Church Affiliation

1) Name and address of home church _____

Name of Pastor _____ Phone () _____

Describe past leadership involvement (clubs, Sunday School etc.) _____

2) Name of church you are presently attending if different from the above

Name of Pastor _____ Phone () _____

Describe leadership involvement (clubs, Sunday School etc.) _____

3) Your church probably has the following formal opportunities for worship/ teaching. Please circle the number which most closely shows your attendance in each area.

Sunday morning worship	0	1/4	1/2	2/3	3/4	all
Sunday evening service	0	1/4	1/2	2/3	3/4	all
Prayer meeting/Bible study	0	1/4	1/2	2/3	3/4	all

4) What do you see as your main strengths and weaknesses as you seek to develop your leadership ability?

strengths _____

weaknesses _____

Camp Related Experience

1) Briefly describe any previous camping experience.

2) What are your chief activity interests?

3) Have you had any experience with inner city or underprivileged children or children with problems (ADD, ADHD, FAS, behavioral issues, etc)? Explain. _____

4) What would you like to see accomplished in the lives of kids as a result of you being on staff? _____

Work History

Please start with your most recent job. If you require further space, please attach a separate sheet.

May we contact your present or last employer for a reference? Yes No
May we contact your previous employer for a reference? Yes No

Previous Employer: _____

Address _____ Phone _____ Fax _____

Employed: From (M/Y) _____ To (M/Y) _____

Position: _____ Reason For Leaving: _____

Supervisor: _____ Final Salary: _____

Describe Job Duties and Responsibilities: _____

Previous Employer: _____

Address _____ Phone _____ Fax _____

Employed: From (M/Y) _____ To (M/Y) _____

Position: _____ Reason For Leaving: _____

Supervisor: _____ Final Salary: _____

Describe Job Duties and Responsibilities: _____

Volunteer Experience

1) Name of the organization _____

Address: _____ Contact Person: _____

Phone number _____ Fax: _____ Dates: _____

Description of ministry: _____

May we contact the above person/organization for a reference? Yes No

Brightwood Ranch

(CONFIDENTIAL REFERENCE) (A)

TO APPLICANT:

Please give this form to one of the following: PASTOR, YOUTH LEADER, CLERGYMAN, FULL-TIME CHRISTIAN WORKER who knows you well.

TO RECIPIENT:

The person below has applied to be a staff member with Brightwood Ranch and has given your name as a reference.

Please complete and mail this form as soon as possible to:

Brightwood Ranch Box 277 Evansburg, AB T0E 0T0 or fax to 1-780-727-2585

Evaluate the staff as you have seen them live and perform in the routine of daily living.

These references are confidential. Please do not return to applicant. Thank you for your help.

Name of Applicant: _____

Area of work applied for: _____

How long have you known the applicant? _____ In what capacity? _____

A. Please check your perception of the applicant on the characteristics listed below. If you check below average or poor, please explain. If you have no basis for judgement on a certain characteristic, please put a N/A beside that characteristic.

1. Responsibility Excellent - unusual ability and follow through COMMENTS

Good - follows through on assigned tasks with diligence

Average - follows through on assigned tasks

Below average - usually follows through on assigned tasks

Poor - follows through on assigned tasks when convenient

2. Initiative Excellent - highly self motivated

Good - will look for things to do

Average - will do things that need to be done

Below average - will do the obvious if there is a need

Poor - needs to be told what to do

3. Leadership Excellent - a leader of leaders, unusual ability to lead

Good - consistent, positive, influential

Average - contributes positively

Below average - a contributor

Poor - passive, observing and indifferent negatively influential

4. Emotional Stability Excellent - very stable and consistent regardless of the situation

Good - very well balanced

Average - well balanced in most situations

Below Average - usually well balanced

Poor - excitable unresponsive unpredictable moody

5. Judgement Excellent - consistently makes wise decisions

Good - makes wise decisions

Average - makes good decisions in most situations

Below Average - makes good decisions only in optimal situations

Poor - hasty indecisive easily swayed

6. Concern for others Excellent - deeply sensitive to others, to all

Good - sensitive to others

Average - generally concerned for others, for most

Below Average - concerned for those he/she likes or likes him/her

Poor - lacks a real interest in the thoughts and feelings of others

7. Personal Integrity Excellent - extremely high values and consistently trustworthy
 Good - high values and very trustworthy
 Average - generally honest and true
 Below Average - generally honest but may stretch the truth
 Poor - questionable at times

COMMENTS

8. Friendliness - tick **all** which apply to the applicant and put N/A by those you don't know about
- | | |
|---|--|
| <input type="checkbox"/> gregarious, life of the party, known by all and knows everyone | <input type="checkbox"/> tactful |
| <input type="checkbox"/> steady, consistent, not given to mood swings | <input type="checkbox"/> courteous towards others |
| <input type="checkbox"/> works well with others in a close situation | <input type="checkbox"/> confident, self-assured |
| <input type="checkbox"/> willingness to take criticism | <input type="checkbox"/> brash and arrogant |
| <input type="checkbox"/> amiable, loyal, devoted, friendly | <input type="checkbox"/> blunt and up front |
| <input type="checkbox"/> expressive, animated | <input type="checkbox"/> hard to read |
| <input type="checkbox"/> withdrawn, a loner | <input type="checkbox"/> tentative, self-conscious |
| <input type="checkbox"/> timid, shy | <input type="checkbox"/> analytical, reflective, contemplative |

9. Working with Others Excellent - always considerate, thoughtful, good listener; a peacemaker
 Good - goes out of way to cooperate, approachable, team builder
 Average - usually cooperative, supportive, maintains team
 Below Average - works best alone, hard to talk to
 Poor - causes friction, impatient with others

10. Spiritual Maturity Excellent - an inspiration to others, effective testimony
 Good - steady and growing, enjoys sharing faith
 Average - up and down, finds it difficult to share testimony
 Below Average - leans on friends, weak testimony
 Poor - lacks a desire for the things of God, has no testimony

11. Keeping in mind the levels above (excellent, good, etc.) and how they tend to be defined, please rate the applicant in the following attitude areas

_____ respect for the opposite sex	_____ towards school/work
_____ willingness to unpleasant tasks	_____ controlled temper
_____ gentle spirit	_____ dependable
_____ respect for authority	_____ servant Heart

Relationship with adults _____ Relationship with youth _____

B. Do you feel the applicant has a vital relationship with Christ as his/her personal Saviour? _____ (comments appreciated) _____

C. Does the applicant have any problems or habits that you think we should be aware of in their possible work with young people? Explain. _____

D. If you have a child, would you want this person to live/work with them in a camp situation? Please explain. _____

E. If the applicant is applying to be a counselor, is he/she mature enough, spiritually, to lead a Bible study group? _____

F. Would you consider the applicant qualified to counsel young people (if applying as a counselor) _____

G. What special contribution(s) do you feel the applicant would make to a camping program? _____

H. I highly recommend recommend recommend with reservations do not recommend applicant for the position identified.

I. I prefer to discuss this further over the phone. Please give me a call. _____

May we phone you for further information if required? Yes No

Name(PLEASE PRINT) _____ Position _____
 Address _____ Code _____
 Phone (____) _____ Date _____ Signature _____

Brightwood Ranch

(CONFIDENTIAL REFERENCE) (B)

TO APPLICANT:

Please give this form to a PRESENT or most RECENT EMPLOYER or to a teacher if you are attending high school or university.

TO RECIPIENT:

The person below has applied to be a staff member with Brightwood Ranch and has given your name as a reference.

Please complete and mail this form as soon as possible to:

Brightwood Ranch Box 277 Evansburg, AB T0E 0T0 or fax to 1-780-727-2585

Evaluate the staff as you have seen them live and perform in the routine of daily living.

These references are confidential. Please do not return to applicant. Thank you for your help.

Name of Applicant: _____

Area of work applied for: _____

How long have you known the applicant? _____ In what capacity? _____

A. Please check your perception of the applicant on the characteristics listed below. If you check below average or poor, please explain. If you have no basis for judgement on a certain characteristic, please put a N/A beside that characteristic.

1. Responsibility
 Excellent - superior ability and follow through
 Good - follows through on assigned tasks with diligence
 Average - follows through on assigned tasks
 Below average - usually follows through on assigned tasks
 Poor - follows through on assigned tasks when convenient

2. Initiative
 Excellent - highly self motivated
 Good - will look for things to do
 Average - will do things that need to be done
 Below average - will do the obvious if there is a need
 Poor - needs to be told what to do

3. Leadership
 Excellent - a leader of leaders, unusual ability to lead
 Good - consistent, positive, influential
 Average - contributes positively
 Below average - a contributor
 Poor - passive, observing and indifferent negatively influential

4. Emotional Stability
 Excellent - very stable and consistent regardless of the situation
 Good - very well balanced
 Average - well balanced in most situations
 Below Average - usually well balanced
 Poor - excitable unresponsive unpredictable moody

5. Judgement
 Excellent - consistently makes wise decisions
 Good - makes wise decisions
 Average - makes good decisions in most situations
 Below Average - makes good decisions only in optimal situations
 Poor - hasty indecisive easily swayed

6. Concern for others
 Excellent - deeply sensitive to others, to all
 Good - sensitive to others
 Average - generally concerned for others, for most
 Below Average - concerned for those he/she likes or likes him/her
 Poor - lacks a real interest in the thoughts and feelings of others

7. Personal Integrity ___ Excellent - extremely high values and consistently trustworthy
 ___ Good - high values and very trustworthy
 ___ Average - generally honest and true
 ___ Below Average - generally honest but may stretch the truth
 ___ Poor - questionable at times

8. Friendliness - tick **all** which apply to the applicant put N/A by those you don't know about
- | | |
|--|---|
| ___ gregarious, life of the party, known by all and knows everyone | ___ tactful |
| ___ steady, consistent, not given to mood swings | ___ courteous towards others |
| ___ works well with others in a close situation | ___ confident, self-assured |
| ___ willingness to take criticism | ___ brash and arrogant |
| ___ amiable, loyal, devoted, friendly | ___ blunt and up front |
| ___ expressive, animated | ___ hard to read |
| ___ withdrawn, a loner | ___ tentative, self-conscious |
| ___ timid, shy | ___ analytical, reflective, contemplative |

- 9 . Working with Others ___ Excellent - always considerate, thoughtful, good listener; a peacemaker
 ___ Good - goes out of way to cooperate, approachable, team builder
 ___ Average - usually cooperative, supportive, maintains team
 ___ Below Average - works best alone, hard to talk to
 ___ Poor - causes friction, impatient with others

10. Keeping in mind the levels above (excellent, good, etc.) and how they tend to be defined, please rate the applicant in the following attitude areas

_____ respect towards the opposite sex	_____ towards school/work
_____ willingness to unpleasant tasks	_____ controlled temper
_____ gentle spirit	_____ dependable
_____ respect for authority	_____ servant Heart

Relationship with adults _____ Relationship with youth _____

B. Does the applicant have any problems or habits that you think we should be aware of in their possible work with young people? Explain. _____

C. If you have a child, would you want this person to live/work with them in a camp situation? Please explain. _____

D. What do you consider special about the applicant? _____

E. I ___ highly recommend ___ recommend ___ recommend with reservations ___ do not recommend applicant for the position identified.

F. I prefer to discuss this further over the phone. Please give me a call. _____
 May we phone you for further information if required? ___ Yes ___ No

Name(PLEASE PRINT) _____ Position _____
 Address _____ Code _____
 Phone (____) _____ Date _____ Signature _____

Brightwood Ranch

(CONFIDENTIAL REFERENCE) (C)

TO APPLICANT:

Please give this form to a Christian adult (25 or older).

TO RECIPIENT:

The person below has applied to be a staff member with Brightwood Ranch and has given your name as a reference.

Please complete and mail this form as soon as possible to:

Brightwood Ranch Box 277 Evansburg, AB T0E 0T0 or fax to 1-780-727-2585

Evaluate the staff as you have seen them live and perform in the routine of daily living.

These references are confidential. Please do not return to applicant. Thank you for your help.

Name of Applicant: _____

Area of work applied for: _____

How long have you known the applicant? _____ In what capacity? _____

A. Please check your perception of the applicant on the characteristics listed below. If you check below average or poor, please explain. If you have no basis for judgement on a certain characteristic, please put a N/A beside that characteristic.

1. Responsibility Excellent - unusual ability and follow through COMMENTS

Good - follows through on assigned tasks with diligence

Average - follows through on assigned tasks

Below average - usually follows through on assigned tasks

Poor - follows through on assigned tasks when convenient

2. Initiative Excellent - highly self motivated

Good - will look for things to do

Average - will do things that need to be done

Below average - will do the obvious if there is a need

Poor - needs to be told what to do

3. Leadership Excellent - a leader of leaders, unusual ability to lead

Good - consistent, positive, influential

Average - contributes positively

Below average - a contributor

Poor - passive, observing and indifferent negatively influential

4. Emotional Stability Excellent - very stable and consistent regardless of the situation

Good - very well balanced

Average - well balanced in most situations

Below Average - usually well balanced

Poor - excitable unresponsive unpredictable moody

5. Judgement Excellent - consistently makes wise decisions

Good - makes wise decisions

Average - makes good decisions in most situations

Below Average - makes good decisions only in optimal situations

Poor - hasty indecisive easily swayed

6. Concern for others Excellent - deeply sensitive to others, to all

Good - sensitive to others

Average - generally concerned for others, for most

Below Average - concerned for those he/she likes or likes him/her

Poor - lacks a real interest in the thoughts and feelings of others

7. Personal Integrity Excellent - extremely high values and consistently trustworthy
 Good - high values and very trustworthy
 Average - generally honest and true
 Below Average - generally honest but may stretch the truth
 Poor - questionable at times

8. Friendliness - tick **all** which apply to the applicant and put N/A by those you don't know about
- | | |
|---|--|
| <input type="checkbox"/> gregarious, life of the party, known by all and knows everyone | <input type="checkbox"/> tactful |
| <input type="checkbox"/> steady, consistent, not given to mood swings | <input type="checkbox"/> courteous towards others |
| <input type="checkbox"/> works well with others in a close situation | <input type="checkbox"/> confident, self-assured |
| <input type="checkbox"/> willingness to take criticism | <input type="checkbox"/> brash and arrogant |
| <input type="checkbox"/> amiable, loyal, devoted, friendly | <input type="checkbox"/> blunt and up front |
| <input type="checkbox"/> expressive, animated | <input type="checkbox"/> hard to read |
| <input type="checkbox"/> withdrawn, a loner | <input type="checkbox"/> tentative, self-conscious |
| <input type="checkbox"/> timid, shy | <input type="checkbox"/> analytical, reflective, contemplative |

9. Working with Others Excellent - always considerate, thoughtful, good listener; a peacemaker
 Good - goes out of way to cooperate, approachable, team builder
 Average - usually cooperative, supportive, maintains team
 Below Average - works best alone, hard to talk to
 Poor - causes friction, impatient with others

10. Spiritual Maturity Excellent - an inspiration to others, effective testimony
 Good - steady and growing, enjoys sharing faith
 Average - up and down, finds it difficult to share testimony
 Below Average - leans on friends, weak testimony
 Poor - lacks a desire for the things of God, has no testimony

11. Keeping in mind the levels above (excellent, good, etc.) and how they tend to be defined, please rate the applicant in the following attitude areas

_____ respect towards the opposite sex	_____ towards school/work
_____ willingness to unpleasant tasks	_____ controlled temper
_____ gentle Spirit	_____ dependable
_____ respect for authority	_____ servant Heart

Relationship with adults _____ Relationship with youth _____

B. Do you feel the applicant has a vital relationship with Christ as his/her personal Saviour? _____ (comments appreciated) _____

C. Does the applicant have any problems or habits that you think we should be aware of in their possible work with young people? Explain. _____

D. If you have a child, would you want this person to live/work with them in a camp situation? Please explain. _____

E. Is the applicant is applying to be a counselor, is he/she mature enough, spiritually, to lead a Bible study group? _____

F. Would you consider the applicant qualified to counsel young people (if applying as a camp counselor)? _____

G. What special contribution(s) do you feel the applicant would make to a camping program? _____

H. I highly recommend recommend recommend with reservations do not recommend applicant for the position identified.

I. I prefer to discuss this further over the phone. Please give me a call. _____

May we phone you for further information if required? Yes No

Name (PLEASE PRINT) _____ Position _____
 Address _____ Code _____
 Phone (____) _____ Date _____ Signature _____

BRIGHTWOOD RANCH DRESS CODE

Since space is at a premium at camp, you are asked to bring only that part of your wardrobe that is necessary. Bring clothing that is comfortable, modest and practical.

Neatness and tidiness is important; however, camp is not the place for extensive grooming. We want campers to see the beauty and finesse of our personality and character more so than our hair style or mode of dress. Make 1 Peter 3:4 your goal: "Be beautiful inside, in your hearts, with the lasting charm of a gentle and quiet spirit which is so precious to God." (LB). To help us display our new inner self which Christ has created in us, the following dress code is in effect at Brightwood Ranch.

There are a number of factors that determine our dress code. Besides the two listed above, we also need to consider the constituency and the limitations of the site. If you have any problems with any of the following, please talk to the director before you sign at the bottom of the reverse side.

1. Clothing with symbols and/or words that are dishonorable may not be worn.
2. Clothing that is torn, poorly patched, and has unfinished edges may not be worn.
3. Pants and shorts must have a decent fit (not tight, or too loose and hanging half way down) and appropriate leg length. Shorts without proper leg length may not be worn. Proper undergarments must be worn.
4. Halter tops are not to be worn. Tops shall be waist length or longer. Please leave tops with spaghetti straps at home and low cut t-shirts.
5. Men shall wear shirts while on the grounds. Water activities are the exceptions.
6. Bikinis or otherwise skimpy swimwear may not be worn. Swimwear shall be worn only during water activities, and not at any other time other than returning to your cabin to change.
7. Footwear must be worn on the grounds except in a sporting event or in the Café.

THIS DRESS CODE WILL BE ENFORCED.
PLEASE PACK WARDROBE ITEMS SO
THERE WILL BE NO OCCASION FOR
EMBARRASSMENT AT CAMP.
THANK YOU FOR YOUR CO-OPERATION.

BRIGHTWOOD RANCH
CODE OF CONDUCT

Expected Conduct

As a member of Brightwood Ranch, you are expected to conduct yourself, both at camp and away, in a manner which will in no way embarrass or discredit the work and ministry of Brightwood Ranch. It is our goal that each staff member always be striving to live a life pleasing to Christ. The Scriptures provide the doctrinal context for our ministry, so too they furnish the ethical context for it.

Conduct with Campers and Staff

Staff should always avoid situations with campers that could in any way be misconstrued as being indiscreet. Staff should build relationships with campers of the same gender; likewise private counseling situations with campers of the opposite gender are prohibited. There is an ever increasing number of cases where such affection has been misunderstood. Therefore, private counseling situations with campers of the same gender should be conducted in public areas, and if deemed necessary, a third person should be invited to sit in on a situation.

Prohibited Conduct

Working in areas of ministry places on us a great responsibility because we are accountable to a supporting Christian community for our behavior and public life. There are times when we may feel that it 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 ministry.

- a. I will **Respect the Authority** of the organization's leadership staff, demonstrating a willingness to serve and be directed by others. I will respect the authority of parents in the lives of their children.
- b. I agree to abstain from any **Sexual Activity** outside of marriage. To avoid the appearance of inappropriate activity, single staff must not share living or overnight accommodations with others on a coed basis.
- c. I will honor the **Laws of this Country in respect to driving of vehicles**, understanding that government is placed in authority over me by God, appreciating that breaking the law can jeopardize the safety of myself and others, and damage the reputation of this ministry in its community.
- d. I agree to total **Abstinence from Alcohol** while I am part of the Brightwood Ranch staff, and realize that consuming alcohol, whether privately or in public, on the grounds or off, constitutes grounds for dismissal.
- g. I will abstain from **Smoking** at all times: whether privately or in public, on the grounds or off. Failure to do so will be grounds for dismissal.
- h. I understand that all prescription and non-prescription **Drugs** will be turned in to and administered by the camp nurse/first aid attendant. I will not use, possess or traffic illegal drugs at any time. Doing so will be grounds for immediate dismissal.
- k. All **Media** such as but not limited to: video, magazines and music on the camp property must meet with the approval of the Camp Director.
- L. Brightwood Ranch is committed to a policy of providing and maintaining a positive work environment free of sexual and general **Harassment and Abuse**.
- m. **Homosexual Activity**, including support of any homosexual organizations, or expression of viewpoints supporting homosexuality of any kind as interpreted by the Board or the Director will be grounds for dismissal.

Conclusion

While on staff, you are expected to respect and comply with the Camp Director/Program Director and their authority. A failure or an inability to comply with these or other guidelines set out by the camp may lead to a change of position, disciplinary action or immediate dismissal. You are also at risk of disciplinary action or dismissal if you are aware that there are policies that are not being upheld by others on staff and you do not share your information with the Camp Administration. Our policy is to deal gracefully with failure or sin in any of these areas. Where there is acknowledgement and repentance, every effort will be taken to be gracious.

I have read the Code of Conduct, as well as the Dress Code, and agree to abide by them while I am part of the Brightwood Ranch staff.

Signature: _____ Date: _____