



# MINISTRY AGREEMENT

Please note that this form is to serve as an agreement between you and Pathfinders. The term 'Ministry Agreement,' means that as you sign this, we become partners in ministry! We are excited to join together to empower emerging generations to discover and fulfill their God-given destiny, and our desire is that you share our enthusiasm and commitment to this ministry.

This signed statement serves as written agreement between Pathfinders and \_\_\_\_\_

## I. TERMS OF SERVICE

- A. POSITION: I agree to serve on summer staff at Pathfinders
- B. DATES: I shall be employed from \_\_\_\_\_

**REQUESTED DATES OFF: List here:** \_\_\_\_\_ Initial \_\_\_\_\_

C. RENUMERATION: I understand that all positions at Pathfinders are volunteer positions unless I choose to raise faith-based financial support. For my services I shall receive:

1. 16 meals per week.
2. Sleeping facilities.
3. Training for my job.

## D. FAITH BASED FINANCIAL SUPPORT

1. My goal is to raise **\$300 per week maximum** in faith-based support for the **9 weeks this summer**. I understand that I can only receive this amount times the number of full weeks actually worked.

2. I realize that I will be paid only the amount I raise. Support raised in excess of my goal will go toward other summer staff who may be short on support or will be used to meet needs in other areas of the ministry. The support I raise shall be paid to me only if I fulfill the above mentioned dates. If for any reason I choose to leave before the determined date, the amount I am paid will be pro-rated. I will receive only an amount of the total support I have raised divided by 9 weeks of ministry.

3. The support I raise shall be paid to me only if I fulfill the above mentioned dates. If for any reason I do not fulfill the term, the amount I am paid will be pro-rated. I will receive only an amount of the total support I have raised divided by 9 weeks of ministry times the number of weeks I've worked.

4. I understand that, according to IRS regulations, all money raised is the property of Pathfinders and will only be paid to me up to the above-mentioned amount if I fulfill my commitment. All money raised in excess of my goal will be used for other purposes as determined by Pathfinders. If I fail to fulfill my obligations, or for any reason leave early, I understand that my money cannot be returned to my supporters.

5. I understand that Pathfinders reserves the right to dismiss any member of the staff for failure to comply with or perform by the Pathfinders employee Code of Conduct.

## II. COMMITMENTS: As an employee, I agree to:

- A. Demonstrate commitment to the Pathfinders doctrinal statement.
- B. Demonstrate commitment to the Pathfinders employee Code of Conduct and appropriate dress. I have read the Pathfinders employee code of conduct **Initial**\_\_\_\_\_.
- C. Be an uplifting member of the staff team, a role model for campers, and to place the general welfare of Pathfinders above personal interests and serve the Lord heartily in action and attitude.
- D. Enthusiastically support and participate in all program activities.
- E. Allow photographs or video of myself to be used in promotional material for Pathfinders.

## III. FAILURE TO FULFILL REQUIREMENTS OF CONTRACT

I have read and understand the above, and agree to honor this binding agreement.

Date \_\_\_\_\_ Employee \_\_\_\_\_  
Date \_\_\_\_\_ Pathfinders Staff Coordinator \_\_\_\_\_

Return to: Pathfinders 4951 Sullivan Gardens Parkway Kingsport, TN 37660

## **Compensation Packages For Pathfinders Youth Camp Summer Positions**

Lodging is provided for the entire 9 weeks of summer programming although you are free to go home on weekends from Saturday afternoon around 3:00 pm until Monday at 7:30 am.

Food is provided for each week of camp, the week of orientation and anytime staff is onsite working. There will be a pantry where you can store your food/snacks that you bring.

### **Counselor / Staff**

In addition to room and board all full-time staff are invited to raise money as a local missionary. Some of you may not need to raise funds, others may need limited money to cover certain expenses, while still others are trying to support yourself in the very real world with real obligations.

Because everyone's situation varies we are not going to dictate how much you should raise in sponsorship – it should be according to your need, however we have set a top end maximum that we feel this position should pay.

All season full-time staff can raise up to \$300 per week or \$2,700 for the summer session. There is no minimum requirement and any money you raise above \$2,700 can be donated to a fellow staff member who is having difficulty reaching their goal or can be donated to Pathfinders' scholarship fund.

### **Junior Counselor / Staff (17 and under)**

As with the counselor/staff position Junior Counselors and Junior Staff are invited to raise money as a local missionary. All season full-time junior staff can raise up to \$75 per week or \$675 for the summer session. There is no minimum requirement and any money you raise above \$675 can be donated to a fellow staff member who is having difficulty reaching their goal or can be donated to Pathfinders' scholarship fund.

### **Part-time Staff**

All part-time staff will receive lodging and meals while they are volunteering, but part-time staff are totally on a volunteer basis in regard to additional compensation.

### **Other Positions**

For water front, ropes course, paintball, and mountain board supervisor positions there would be a possibility of raising \$450 per week or \$4,050.



# WHAT TO BRING & WHAT NOT TO BRING

## Packing Instructions

### How to Pack

Please pack all items in soft-shell luggage or duffle bag, if possible, for easy storage (2 bags maximum, please!). Be sure to label ALL ITEMS clearly using nametags, labels or marker, to ensure things return home with you!

### What to Bring:

- Sleeping Bag or 2 Flat Sheets and 1 Blanket
- Pillow and Pillowcase
- Bath Towels and Wash Cloths
- Soap, Shampoo, Toothbrush, Toothpaste, Toiletries
- Pajamas
- Underwear and Socks (lots)
- 1-2 Pairs Athletic/Tennis Shoes
- Sandals (with heel strap) and Flip-Flops (for shower)
- Windbreaker or Jacket, and hooded Raincoat or Poncho
- Swimming Trunks (guys), modest one-piece Bathing Suit (girls)
- Beach Towel
- 5-8 Short-Sleeved Shirts and 1-2 Sweatshirts
- 5 pairs of modest Shorts and 2 pairs of Long Pants
- 1 set of clothes that can get very muddy and possibly thrown away
- Sunglasses, Sunscreen, Bug-Spray
- Flashlight
- Laundry Bag and a separate bag for wet clothes
- Bible, Pen, Journal or Notebook
- Prescription Medicine in original container with instructions
- Optional:* Hat, Bandana, Water Bottle, Camera, Nose or Ear Plugs for water, spending money

### What not to bring:

- No Immodest/Improper Clothing
- No Alcoholic Beverages, Tobacco Products, Illegal Drugs
- No Weapons of any kind, Knives, Firearms, Fireworks

Although not prohibited, jewelry and valuables, are discouraged. Pathfinders cannot be held responsible for these items in the event of loss or theft.

**Pathfinders  
Background Check Authorization**

Last Name: \_\_\_\_\_

First Name: \_\_\_\_\_

Middle Name: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Social Security #: \_\_\_\_\_

Driver License #: \_\_\_\_\_

Home Address: \_\_\_\_\_

\_\_\_\_\_

I hereby acknowledge that the above information is complete and correct and I authorize Pathfinders to perform a complete background check using that information.

I understand that if Pathfinders intends to take any adverse action based in whole or in part on the background check report, a copy of the report and a summary of my rights will be provided to me prior to Pathfinders taking adverse action.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_