

Northern Frontier Service Application 2012

(Please Read This Carefully)

“**Northern Frontier's mission** is to win and develop boys, young men, and men to become leaders for Christ. To equip boys, young men and men to understand and practice how God works in lives to bring about internal, lasting change that will enable them to stand strong in their moral and Biblical convictions thereby affecting those around them positively for Christ.”

www.northernfrontier.org

Northern Frontier is currently taking applications for the 2012 camping season.

Perhaps you are considering applying for a staff position. Here are some things that you should know.

What qualities does Northern Frontier (NF) seek in a staff member? At Northern Frontier we seek staff members who are committed to Christ, available to serve Him and teachable.

Each summer we seek to build our staff from individuals who have given their lives to Jesus Christ and who desire to grow in their knowledge of Him and fellowship with Him. We want you to be able to share with others the truths that you already know and are living out as a believer in Jesus Christ.

We recognize that there are many ways that a person can spend their summer. We take seriously the opportunity that we have been given to share the gospel through our words, actions and attitudes. Each summer the Lord brings “the mission field” right to our front door. That is why we encourage you as a person seeking a staff position to make your time of service at Northern Frontier a priority for the summer and to serve as long as you can. The time that you spend at Northern Frontier will make a difference in your life and in the lives of those that you serve.

Also at Northern Frontier we stress the importance of character over skills. Skills are taught, and with practice may be improved upon. Excellence in any area doesn't just happen—it takes hard work, and Northern Frontier desires it's staff to strive for excellence in the things that they do.

Character is based upon God's work in a person's heart that brings about internal, lasting change. It's what is in a person's heart that comes out in the life that they live. At NF we seek staff members whose character reflects Christ. We want our staff members to be able to say, even as the apostle Paul said, “Imitate me.” Sound impossible? Only through a personal, intimate relationship with Jesus Christ can we be the role models that He wants us to be.

And, at Northern Frontier you are not alone. You are surrounded by other staff members and mentors who are going in the same direction—committed to knowing Christ, to serving Christ, and to making Christ known to others. As a staff member, you become a member of our Northern Frontier family. The relationships and bonds of friendship that are formed have the potential to last a lifetime.

If you are interested in being a part of Northern Frontier's mission this summer, I would encourage you to fill out the attached application and begin the process without delay. Positions are limited.

Wherever the Lord leads you this summer, be faithful.

You have in front of you an application for service at camp Northern Frontier for the 2012 summer season. You will find these forms easy to complete, but I want to bring a few items to your attention.

Application: Please fill out all sections on the four pages of the **Northern Frontier Service Application 2012**. Be sure to sign the application. If you are a minor (17 years of age or under) please have your parent or guardian sign the application with you. The four pages of the application marked (Please Return This Page) must be returned to the Assistant Director –Budd Smith—whose address is printed on it. That will begin the application process.

Statement of Faith and Statement of Christian Living: Read each of these documents carefully. On the application form, please indicate that you have read them and are in full agreement with them. If anything in them or in the application troubles you, please give me a call.

Reference Forms: In stamped envelopes that are addressed to the Assistant Director, give the first letter of reference to your pastor or youth pastor to fill out and return. You will find the label “**Pastor’s Reference**” near the top. Give your second reference labeled “**Employer/ Supervisor Reference**” to an employer (current or previous). If you have not been previously employed, give the reference to someone who has supervised you in an area where you have served as a volunteer (like vacation bible school). Your final reference “**Adult Acquaintance Reference**” should be given to a mature, Christian (over 21 years of age) who knows you well. Family members are not included. It is your responsibility to make sure that those to whom you have given the references fill them out and mail them to the Assistant Director in a timely manner.

Process: We must receive your full application, your 3 references and conduct a search of the New York State Sex Offender Registry (as required by law) before we can officially notify you as to whether you have been accepted on staff, and, if accepted, the nature and duration of your service at Northern Frontier. Merely applying does not guarantee you a position on staff. For those applying to Northern Frontier for the first time, references are selected for further verification during this process. It is important that your references come from people who know you personally. If you have not heard from us in a reasonable time, there is a possibility that your application is incomplete. It is your responsibility to see that your application is completed in a timely manner. If you have any questions about the status of your application, or problems with the application or application process, please feel free to contact Budd Smith by e-mail or telephone.

Background Checks: Northern Frontier reserves the right to perform background checks on all applicants prior to employment or volunteer service.

Are you applying for **Service Crew**? (You must be 15 or older by time of service) Please select two weeks during which you desire to serve. Rarely will we make exceptions to the two--week rule.

Are you applying to be a **Junior Counselor**? (You must be 16 or older) Pre-camp training week (*June 23rd—June 30th, 2012*) is mandatory for all junior counselors. Be sure to check it off on the application. Five weeks in addition to Pre-Camp is the minimal amount of time for service.

Are you applying to be a **Collegian Counselor**? (You must be 18 or older.) Pre-camp training week (*June 23rd—June 30th, 2012*) is mandatory for all collegian staff. Be sure to check it off on the application. We encourage our collegians to work the entire summer if possible. Five weeks in addition to Pre-Camp is the minimal amount of time for service. For continuity of program, and a strong end to the camp season, preference will be given to guys who can stay until August 18th, 2012. If you plan on applying, please make it a priority to have your application to us prior to February 28th, 2012.

The application process takes time, so I urge you to begin the application process without delay. You will hear from Budd Smith after he receives your entire application and all references.

God is putting together a team to glorify Himself at Northern Frontier in 2012. I have been praying for that team for some time and ask you to join me in that prayer. If it is God who does the work in people's hearts, then our first priority must be to ask Him to work. After that, we surrender ourselves to Him in His holy labor. What a privilege!

Serving Christ with you,

Ralph Essery—Director Northern Frontier Camp
3298 State Route 9G
Rhinebeck, NY 12572
845/876-8009
office@northernfrontier.org

Northern Frontier Service Application 2012

General Information: (Please Print Legibly)

Legal Name:
Home Address:
City, State, Zip:
Home Phone: (Include Area Code)
Cell phone or other Phone (that you want us to know):
Social Security Number: (If you do not know it, ask your parents.)
Email Address:
Date of Birth: (Needed for background checks)
Occupation:

I would like correspondence about serving at camp sent to: ___ Home address ___ College address (Please check one)

College Address:
College Phone:
College Email:

Applying as: ___ **Volunteer Senior Leader** (college graduate or 21 or older) ___ **Collegian Counselor** (college student or 18 or older) ___ **Junior Counselor** (ages 16-17) ___ **Service Crew** (age 15 or older) ___ **Other** _____

Camp Experience:

Camper at:	Years
Counselor/ Other at:	Years

Church Involvement:

What church do you regularly attend?
Describe your role and involvement in your local church (Sunday School teacher, CSB, youth group, VBS, etc...)
(Please check one) <input type="checkbox"/> I am currently involved in Christian Service Brigade (CSB) <input type="checkbox"/> I have been involved in CSB in the past <input type="checkbox"/> I have never been involved in CSB
If involved in Christian Service Brigade, indicate unit #

Education:

Circle grade completed by July 1 st , 2012:	8 9 10 11 12	1 2 3 4	1 2 MA Ph.D.	College Major:
	High School	College	Post Graduate	
Leadership training or other leadership experiences:				

Personal:

Describe any restrictions which will keep you from participating in hikes or in any other outdoor camp activities:	
Do you use tobacco products? Yes or No Do you drink alcoholic beverages for pleasure? Yes or No Do you use illegal drugs? Yes or No	
Have you ever been convicted of any crime, including sex-related child abuse related offenses? Yes ___ No ___ (Please make comments on an additional sheet.)	
I have read the Statement of Faith and am in agreement with it: Yes or No	I have read the Standard of Christian Living and am in agreement with it: Yes or No

Indicate when you are available to serve: Indicate interests in specialty sessions: Indicate interest in additional areas:

<p>Certification Week: <input type="checkbox"/> I would like to take Lifeguard Training June 17—20 <input type="checkbox"/> I would like to take Wilderness First Aid June 20—23 <input type="checkbox"/> I am available to work this week June 17—23</p> <p>Pre-camp Training Week: (Mandatory for all long term staff):</p> <p><input type="checkbox"/> Pre-camp Training June 23—June 30</p> <p>Weeks Available to Serve:</p> <table style="width:100%; border: none;"> <tr><td><input type="checkbox"/> Week 1</td><td>June 30—July 7</td></tr> <tr><td><input type="checkbox"/> Week 2</td><td>July 7—14</td></tr> <tr><td><input type="checkbox"/> Week 3</td><td>July 14—21</td></tr> <tr><td><input type="checkbox"/> Week 4</td><td>July 21—July 28</td></tr> <tr><td><input type="checkbox"/> Week 5</td><td>July 28—Aug. 4</td></tr> <tr><td><input type="checkbox"/> Week 6</td><td>Aug. 4—11</td></tr> <tr><td><input type="checkbox"/> Week 7</td><td>Aug. 11—18</td></tr> </table>	<input type="checkbox"/> Week 1	June 30—July 7	<input type="checkbox"/> Week 2	July 7—14	<input type="checkbox"/> Week 3	July 14—21	<input type="checkbox"/> Week 4	July 21—July 28	<input type="checkbox"/> Week 5	July 28—Aug. 4	<input type="checkbox"/> Week 6	Aug. 4—11	<input type="checkbox"/> Week 7	Aug. 11—18	<p><input type="checkbox"/> CORE Training for campers <input type="checkbox"/> MANcamp <input type="checkbox"/> Fishing Trip <input type="checkbox"/> Explorer Trip <input type="checkbox"/> Kayak Trip <input type="checkbox"/> Rock Climbing Trip <input type="checkbox"/> 46er Challenge <input type="checkbox"/> Father/Son Trips (below) <input type="checkbox"/> canoeing <input type="checkbox"/> fishing</p> <p>Father and Son Sessions (below) <input type="checkbox"/> Aug. 4—7 <input type="checkbox"/> Aug. 8—11 <input type="checkbox"/> Aug. 11—14</p> <p>Father/Son Adventure <input type="checkbox"/> Aug. 15—18</p>	<p><input type="checkbox"/> CPR (offered during Pre-camp) <input type="checkbox"/> Tree Climber Leader/ Assistant <input type="checkbox"/> Kitchen Crew <input type="checkbox"/> Maintenance Crew Other: _____</p> <p>Obtaining Certification for: _____</p>
<input type="checkbox"/> Week 1	June 30—July 7															
<input type="checkbox"/> Week 2	July 7—14															
<input type="checkbox"/> Week 3	July 14—21															
<input type="checkbox"/> Week 4	July 21—July 28															
<input type="checkbox"/> Week 5	July 28—Aug. 4															
<input type="checkbox"/> Week 6	Aug. 4—11															
<input type="checkbox"/> Week 7	Aug. 11—18															

Certification Information:

Age Preference:

Driving Information:

<p>Please indicate the date achieved: American Red Cross Life Guarding _____ Water Safety Instructor _____ Lifeguard Instructor _____</p> <p>Wilderness First Aid _____ CPR _____</p> <p>Other (Adv. 1st aid, EMT, etc.) _____ _____</p>	<p>National Rifle Association Rifle Instructor _____ Other _____</p> <p>Archery (Give course and date) _____</p> <p>Rock Climbing (Give course and date) _____</p> <p>Other (Give course and date) _____ _____</p>	<p>Indicate the range of ages that you would prefer to work with:</p> <p><input type="checkbox"/> Tree Climbers (ages 6—7) <input type="checkbox"/> Stockade (ages 8—11) <input type="checkbox"/> Battalion (ages 12—15+) <input type="checkbox"/> Father/Son Trips</p> <p>Special Request: _____</p> <p>Staff Shirt Size: S M L XL XXL</p>	<p>Driving at camp: If you are 21 years of age and anticipate driving camp vehicles, please indicate driver's license # _____</p> <p>State of Issue _____</p> <p>Licensed CDL or CDL-B driver? _____</p> <p>(We perform mandatory record checks of camp drivers. Initial here if we have your permission to perform such a record check.) _____</p>
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Skills/Hobbies Assessment:

During the day our schedule includes craft and activity sessions, which are designed to teach campers new skills in a variety of areas. Staff members teach and assist in the delivery of these craft and activity sessions. In the following lists put the number "1" before those activities that you can organize and teach expertly; Put the number "2" before those activities that you can assist in teaching; Put the number "3" before those that you would be interested in learning about. Leave blank any areas in which you are reluctant to work.

<p><input type="checkbox"/> Juggling <input type="checkbox"/> Woodshop <input type="checkbox"/> Rocketry</p> <p>Outdoor Activity <input type="checkbox"/> Astronomy <input type="checkbox"/> Fishing <input type="checkbox"/> Nature Studies <input type="checkbox"/> Orienteering <input type="checkbox"/> Outdoor Living Skills <input type="checkbox"/> Outdoor Cooking <input type="checkbox"/> Team Building/New Games <input type="checkbox"/> Low Ropes <input type="checkbox"/> High Ropes</p> <p>*Other _____ *Other _____</p>	<p>Waterfront: <input type="checkbox"/> Sailing <input type="checkbox"/> Rowing <input type="checkbox"/> Canoeing <input type="checkbox"/> Kayaking <input type="checkbox"/> Swimming</p> <p>Adventure: <input type="checkbox"/> Backpacking <input type="checkbox"/> Hiking <input type="checkbox"/> Rock Wall <input type="checkbox"/> Rock Climbing <input type="checkbox"/> Rappelling <input type="checkbox"/> Slack Lining <input type="checkbox"/> Whitewater Rafting <input type="checkbox"/> Canoe Tripping <input type="checkbox"/> Kayak Tripping</p>	<p>Camping: <input type="checkbox"/> Overnight Food Preparation <input type="checkbox"/> Tent/Tarp Pitching <input type="checkbox"/> Shelter Building <input type="checkbox"/> Fire Building <input type="checkbox"/> Knot Tying</p> <p>Music and Campfires: <input type="checkbox"/> Campfire Songs <input type="checkbox"/> Campfire Skits <input type="checkbox"/> Campfire Speaking <input type="checkbox"/> Guitar <input type="checkbox"/> Keyboard</p> <p>Miscellaneous: <input type="checkbox"/> Activity Organization <input type="checkbox"/> General Carpentry <input type="checkbox"/> Food Service</p>
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Northern Frontier reserves the right to perform background checks on all applicants prior to employment or service.

The information contained in this application is correct to the best of my knowledge. I hereby authorize Northern Frontier and its designated agents and representatives to conduct a comprehensive review of my background causing a consumer report and/or an investigative consumer report to be generated for employment and/or volunteer purposes. I understand that the scope of the consumer report/ investigative consumer report may include, but is not limited to the following areas: verification of social security number; current and previous residences; employment history, education background, character references; drug testing, civil and criminal history records from any criminal justice agency in any or all federal, state, county jurisdictions; driving records, birth records, and any other public records.

I further authorize any individual, company, firm, corporation, or public agency (including the Social Security Administration and law enforcement agencies) to divulge any and all information, verbal or written, pertaining to me, to Northern Frontier or its agents. I further authorize the complete release of any records or data pertaining to me which the individual, company, firm, corporation, or public agency may have, to include information or data received from other sources.

I hereby release Northern Frontier, the Social Security Administration, and its agents, officials, representative, or assigned agencies, including officers, employees, or related personnel both individually and collectively, from any and all liability for damages of whatever kind, which may, at any time, result to me, my heirs, family, or associates because of compliance with this authorization and request to release.

I understand that any offer of employment is contingent upon the receipt of satisfactory references, proof of identity, proof of legal eligibility to accept employment in the United States and working papers if applicable.

I realize that in applying to serve on the staff of Northern Frontier Camp, I am seeking a great responsibility as well as a great opportunity. I realize that while at camp I am subject to camp regulations and will abide by them. My motivation for serving is to please Jesus Christ. I am willing to serve wherever needed and will extend myself to attain the goals of Northern Frontier Camp.

Signed

Date

Parents' Authorization (for applicants who are 17 years of age and under)

I hereby give permission for my son to participate as a staff member at Northern Frontier Camp, and to participate in all camp activities. In the event of illness or injury, I hereby give permission to the medical personnel selected by the camp director to order x-rays, routine tests, and treatment for my son, and in the event I cannot be reached in an EMERGENCY, I hereby give permission to the physician selected by the Camp Director to hospitalize, secure proper treatment for, and to order injection, anesthesia, or surgery for my son named above.

Signed

Date

Please sign and send this application to the Assistant Director. Have the three attached reference questionnaires filled out by your pastor and two other Christian adults, preferably associated with your work in Christian Service Brigade or other church service areas. Have the questionnaires sent directly to the Assistant Director by those filling them out.

Please return to:
Budd Smith
723 US HWY 209
Godeffroy, NY 12729
(845) 754-8084
Bsmith@northernfrontier.org
BuddSmith@hvc.rr.com

After June 17th return to:
Budd Smith
% Northern Frontier
PO Box 295
North River, NY 12856
(518) 251-2322
Bsmith@northernfrontier.org
BuddSmith@hvc.rr.com

If you need any additional applications for your friends, please contact Ralph Essery or Budd Smith and we will send you one.

Commitment:

Northern Frontier Camp seeks committed Christian men and women who have experienced salvation through faith in Jesus Christ. All Staff members are expected to live exemplary Christian lives before both campers and staff, and must be able to share their faith in Christ with others. To help us evaluate your ability to function in the Northern Frontier Camp environment, please tell us about your experience of salvation and your life commitment to Jesus Christ. (Use an additional sheet if necessary.)

How have you grown in your understanding of your fellowship with Christ this year? _____

How have you grown in your knowledge of the scriptures this year? _____

What verse(s) of scripture have been meaningful to you? _____

How have you grown in your discipline of prayer this year? _____

How have you grown in sharing your faith with others this year? _____

In what areas would you like to grow during your time of service at Northern Frontier this summer? _____

Do you feel that you need to improve in any areas in order to be a servant/leader? Please explain your answer. _____

Is there anything else that you would like to share with us? _____

Have you applied to serve at any other camp this summer? Yes or No (Please Circle one)

(Employer/Supervisor Reference)

Northern Frontier Staff Reference Questionnaire

Name of applicant: _____ Position for which he/she is applying: _____

The individual named above has applied for a staff position at Northern Frontier Camp. It is essential that those who serve at Northern Frontier be men and women of high character who know and love Jesus Christ. Serious consideration will be given to your evaluation. Please be forthright and honest. Thank you for your insights.

1) How long have you known the applicant? _____

2) What is your relationship to him/her? _____

3) How well do you know the applicant? (circle one) by name/sight casually fairly well very well

4) List two or three words which best describe his/her personality: _____

5) Select phrases below which best describe the applicant:

6) Put a check in the appropriate columns below:

			Excellent	good	average	poor	unknown
Work with others <input type="checkbox"/> willingly does more than their share <input type="checkbox"/> cooperates and inspires confidence <input type="checkbox"/> works well on a team <input type="checkbox"/> cooperates grudgingly <input type="checkbox"/> would rather work by themselves Responsibility <input type="checkbox"/> irresponsible <input type="checkbox"/> needs constant supervision <input type="checkbox"/> needs detailed instructions <input type="checkbox"/> a conscientious worker <input type="checkbox"/> will get work done on their own Spiritual Maturity <input type="checkbox"/> no evidence of life in Christ <input type="checkbox"/> talks it but does not walk it <input type="checkbox"/> a growing Christian <input type="checkbox"/> stands for convictions <input type="checkbox"/> exceptional maturity	Control of emotions <input type="checkbox"/> easily depressed <input type="checkbox"/> quiet <input type="checkbox"/> well-balanced <input type="checkbox"/> excitable <input type="checkbox"/> over-emotional Leadership <input type="checkbox"/> exceptionally good leader <input type="checkbox"/> able to lead others by example <input type="checkbox"/> has leadership potential <input type="checkbox"/> follows other's lead <input type="checkbox"/> likes to give orders Relationships with others <input type="checkbox"/> selfish <input type="checkbox"/> critical, wise-guy <input type="checkbox"/> friendly, outgoing <input type="checkbox"/> sensitive, empathetic <input type="checkbox"/> has a servant's heart	Appearance and cleanliness Honesty and integrity Industry and initiative Emotional stability Willingness to learn Concern for others Attitude towards superiors Oral communication skills Knowledge of Bible	_____	_____	_____	_____	_____

7) Comment on his/her activity and role in your place of employment or supervision: _____

8) A staff member must be a positive Christian role-model. Is there anything that we should know about the applicant that you feel would affect him/her working with children at Northern Frontier? _____

9) If you had a son coming to camp, would you want the applicant to be his counselor? (circle if applicable) Yes No Not sure

10) On the basis of my knowledge of this applicant, he/she is: (check one)
 Recommended with confidence Recommended with some reservations Not recommended

Signature _____	Date _____
Please Print Your Name _____	
Address _____	
(_____) _____	
Telephone Number _____	Email address _____

Please return to:

Budd Smith
 723 US HWY 209
 Godeffroy, NY 12729
 (845) 754-8084
 Bsmith@northernfrontier.org
 BuddSmith@hvc.rr.com

After June 17th return to:

Budd Smith
 % Northern Frontier
 PO Box 295
 North River, NY 12856
 518/251-2322
 Bsmith@northernfrontier.org
 BuddSmith@hvc.rr.com

(Adult Acquaintance Reference)

Northern Frontier Staff Reference Questionnaire

Name of applicant: _____ Position for which he/she is applying: _____

The individual named above has applied for a staff position at Northern Frontier Camp. It is essential that those who serve at Northern Frontier be men and women of high character who know and love Jesus Christ. Serious consideration will be given to your evaluation. Please be forthright and honest. Thank you for your insights.

- 1) How long have you known the applicant? _____
- 2) What is your relationship to him/her? _____
- 3) How well do you know the applicant? (circle one) by name/sight casually fairly well very well
- 4) List two or three words which best describe his/her personality: _____

5) Select phrases below which best describe the applicant:

6) Put a check in the appropriate columns below:

			Excellent	good	average	poor	unknown
Work with others <input type="checkbox"/> willingly does more than their share <input type="checkbox"/> cooperates and inspires confidence <input type="checkbox"/> works well on a team <input type="checkbox"/> cooperates grudgingly <input type="checkbox"/> would rather work by themselves Responsibility <input type="checkbox"/> irresponsible <input type="checkbox"/> needs constant supervision <input type="checkbox"/> needs detailed instructions <input type="checkbox"/> a conscientious worker <input type="checkbox"/> will get work done on their own Spiritual Maturity <input type="checkbox"/> no evidence of life in Christ <input type="checkbox"/> talks it but does not walk it <input type="checkbox"/> a growing Christian <input type="checkbox"/> stands for convictions <input type="checkbox"/> exceptional maturity	Control of emotions <input type="checkbox"/> easily depressed <input type="checkbox"/> quiet <input type="checkbox"/> well-balanced <input type="checkbox"/> excitable <input type="checkbox"/> over-emotional Leadership <input type="checkbox"/> exceptionally good leader <input type="checkbox"/> able to lead others by example <input type="checkbox"/> has leadership potential <input type="checkbox"/> follows other's lead <input type="checkbox"/> likes to give orders Relationships with others <input type="checkbox"/> selfish <input type="checkbox"/> critical, wise-guy <input type="checkbox"/> friendly, outgoing <input type="checkbox"/> sensitive, empathetic <input type="checkbox"/> has a servant's heart	Appearance and cleanliness Honesty and integrity Industry and initiative Emotional stability Willingness to learn Concern for others Attitude towards superiors Oral communication skills Knowledge of Bible	_____	_____	_____	_____	_____

7) Comment on his/her activity and role in their local church: _____

8) A staff member must be a positive Christian role-model. Is there anything that we should know about the applicant that you feel would affect him/her working with children at Northern Frontier? _____

9) If you had a son coming to camp, would you want the applicant to be his counselor? (circle if applicable) Yes No Not sure

10) On the basis of my knowledge of this applicant, he/she is: (check one)
 Recommended with confidence Recommended with some reservations Not recommended

Signature _____	Date _____
Please Print Your Name _____	
Address _____	
(_____) _____	
Telephone Number _____	Email address _____

Please return to:
 Budd Smith
 723 US HWY 209
 Godeffroy, NY 12729
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 Bsmith@northernfrontier.org
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After June 17th return to:
 Budd Smith
 % Northern Frontier
 PO Box 295
 North River, NY 12856
 518/251-2322
 Bsmith@northernfrontier.org
 BuddSmith@hvc.rr.com

Northern Frontier Camp

Standard of Christian Living

Members of the Board of Trustees and all Staff members shall subscribe to the following Standard of Christian Living.

The life of the trustees and staff should be positive. A hesitant, uncertain Christian testimony will greatly weaken the effectiveness of the Gospel appeal to boys. They should be certain of their relationship to Christ and joyful in it. Their lives should be without question. All leaders of boys need to be reminded, "Don't look now, but you're being followed!" The serious responsibility of shaping young lives demands high standards of personal conduct. Christian leaders cannot be too careful. Their personal habits must be such that the boys who listen to them at the Brigade meeting on Thursday can observe them on Friday without losing respect for their testimony.

There is no question about the teaching of the scriptures concerning standards of honesty, self-control, humility and cleanness of speech and thought. However, there are certain practical problems of conduct which sometimes cause confusion and disagreement among Christians. Such matters cannot be settled by superimposing commandments that go beyond the Scriptures, but they must be determined by the individual's communion with the Lord based on the Word of God and the witness of the Holy Spirit. God has not given a "thou shalt not" in regard to some things, because Christians are greatly strengthened as they seek an understanding of the will of God for themselves. When Christians face squarely the matter of their daily personal conduct, they have an obligation to obey those standards which they believe God has given them. The Word of God clearly teaches; "Therefore, to him that knoweth to do good, and doeth it not, to him it is sin." (James 4:17) All who are sincerely determined to live according to God's standards will find positive guidance from Romans 12 and 13.

Christian leaders have the additional responsibility of maintaining those habits of conduct which young fellows can safely follow. It is impossible for them to have one way of living before boys and another when they are presumably away from them. In practice, leaders should weigh their personal habits in the light of whether or not they would be satisfied for boys to do the same. Boys can hardly be expected to achieve a higher standard of Christian conduct than their leaders.

In view of the great responsibility of boys' leadership, Northern Frontier requires its staff members to take a decisive stand on habit-forming practices generally acknowledged to be detrimental. The enslaving tendencies of such habits are clear justification for this stand, especially where the training of youth is involved. Just as men may separate and condition themselves for a particular responsibility or occupation, so leadership in Christian boys' work calls for abstinence from such practices.

The Lord's service requires clean vessels, and He has promised the grace necessary to be such. The Savior calls for men who can stand before boys with a positive, clear-cut Christian testimony and in turn have the joy of watching young men follow them into a similar life.

Northern Frontier Camp

Standard of Faith

Members of the Board of Trustees and all Staff shall subscribe to the following Standard of Faith:

1. We believe in the Scriptures of the Old and New Testaments as verbally inspired of God and inerrant in the original writing, and that they are of supreme and final authority in faith and life.
2. We believe in one God, eternally existing in three Persons: Father, Son and Holy Spirit.
3. We believe that Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man.
4. We believe that man was created in the image of God; that he sinned, and thereby incurred, not only physical death, but also spiritual death that is separation from God; and that all human beings are born with a sinful nature, and in the case of those who reach moral responsibility, become sinners in thought, word and deed.
5. We believe that the Lord Jesus Christ died for our sins according to the Scriptures, as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the ground of His shed blood.
6. We believe in the resurrection of the crucified body of our Lord, in His ascension into Heaven, and in His present life there for us as High Priest and Advocate.
7. We believe in the personal and imminent return of our Lord and Savior, Jesus Christ.
8. We believe that all who receive by faith the Lord Jesus Christ are born again of the Holy Spirit, and thereby become children of God.
9. We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved, and the everlasting punishment of the lost.