



MARANATHA
CAMP & RETREAT CENTER

Gap Year Program

A Ministry of Maranatha Camp & Retreat Center

Purple = under development, may vary

Maranatha's Gap Year Program is a year-long faith immersion experience to equip high school graduates or college undergraduates to take a gap year from the societal norm while growing as Christ-centered servant leaders.

At Maranatha Camp & Retreat Center, we believe that camp and church ministries are powerful faith immersion experiences that form deep, life-long connections in the Body of Christ. Maranatha's Gap Year Program is a year-long, hands-on experience that focuses on serving with Maranatha's camp and retreat ministries, as well as, serving within a local faith-based ministry. Enrollees will live in an intentional Christian community while fostering the discernment of their future in ministry.

Desired Outcomes

- To provide tools for ministry effectiveness as Christian leaders
- To develop and prepare Christian leaders for a lifetime of service, no matter the calling
- To foster an attitude of genuine teamwork with existing full-time staff
- To provide a community whose identity is rooted in Jesus Christ
- To build relationships and impact lives for Jesus Christ

General Information

Eligibility and Selection

To be considered for the program, prospects must join the Summer Ministry Team and express their interest. Opportunities to express interest will be given at multiple points throughout the summer during staff meetings, and via the staff messaging platform. Camp leadership will be tracking and reviewing the performance and compatibility of those who are interested. If invited to apply, (invitations to the program expected to be communicated by the end of the second week of July), applicants may be required to complete a written and/or verbal interview. Acceptance/denial will be communicated as soon as possible after the interview, usually within 1-7 days. In the average year, camp leadership extends invitations to fill 2-4 positions for this program.

Duration

The program begins on the first business day of September. Summer Ministry Team Members have a chance to take a post-summer break at home after the last day of the summer camp season. They are expected to arrange a return date that allows them to be moved-in and ready to work the first business day of September. Earlier returns and starts can be discussed by the program coordinator on a case-by case basis. Enrollees are expected to remain until the end of the summer camp season the following year. In May, with the beginning of staff training, their status effectively returns to SMT Member and follows that benefit/pay scale.

Income

Gap Year Enrollees will receive a \$800 stipend monthly. Each enrollee will be equipped to make an effort to match their monthly stipend amount through missionary support raising. Training will be made available early in the program.

Housing

Fully furnished housing will be provided at camp as well as a fully furnished kitchen. Food will also be provided when meals are served in our dining hall (for example, during camp events).

General Appearance & Clothing

Enrollees are expected to exhibit good hygiene and hair must be neatly combed/brushed. For our male enrollees, facial hair must be well groomed.

Clothing should be representative of who we are as Christians. When working a scheduled shift wear clothing suited for the task for which you are scheduled. Off duty clothing should be neat, clean, non-revealing, and free of obscene or offensive printing.

Type of Work

Enrollees will be expected to work shifts in various areas of Maranatha Camp during their work week. The departments that will be a part of scheduled shifts will be as follows. An understanding is expected that a weekly scheduled work week is not limited to the following:

- Kitchen
- Dish Area
- Conference Center
- Accommodations
- Maintenance
- Programming
- Coffee & Sweet Shop
- Sound & AV
- Office

Enrollees will be a valuable part of the workforce for Maranatha Camp & Retreat Center:

- Summer Camps (*Senior High, Middle School, Junior, Primary, Grand, & Family*)
- Weekend Retreats (*Men's, Women's, Youth, Young Adult, Scrapbooking, etc*)
- Guest groups Events (*Family Reunions, Church Camps, etc*)
- Community Events (*Pumpkin Patch, Skate Nights, Waterfront Days, etc*)

Our hope for each enrollee is to identify 1-2 areas of focus where they have interest and Maranatha has a need for the non-summer season. While there may be an area(s) of focus, enrollees would still be regularly asked to serve in other areas. This will allow them to build on their strengths while also learning to grow and gain exposure in new areas.

Scheduled Shifts

Arrive at least 5 minutes prior to your scheduled shift ready to work/serve with a positive attitude. If you are unable to be on time for your scheduled shift or something prevents you from filling your shift as scheduled, please immediately notify your Gap Year supervisor.

Shifts will generally be within the hours of 8am and 5pm, except for special events/assignments/travel.

If a pattern of tardiness or absence prevails then there will be disciplinary action.

Time Off & Vacation

- Enrollees will be given 5 days off for Thanksgiving and 14 days off for Christmas.
- An additional 1.25 days of vacation time per month are allowed during the program, upon approval by The Gap Year Supervisor.
- Regular work weeks will have two days off in the non-summer months. There may be some exceptions. Once summer begins, the normal work-week schedule will be followed of 6 days on, 1 day off.

Organizational Relationships

- ***Work Supervisor(s)***

Supervisors in areas of focus will be consistently available for meeting and training

- ***Spiritual Mentor***

Weekly group study interaction, and variable one-on-one interactions

- ***Professional Development Mentor***

Professional development mentor with periodic strengths/gifts curricular interaction (at least 8 content-focused meetings and 8 one-on-ones through the course of Sep-May)

Besides these official structures, a Gap Year enrollee should expect the opportunity to form many organic connections, including to other camp staff, guests at camp events, volunteer arrangements, and church.

Reporting Structure

- Enrollees will be directly accountable to the Gap Year Supervisor. Depending on the areas of focus they are serving in, this person could be the same one performing one or more of the organizational roles above
- Enrollees will be accountable to the Department Head of the department they are scheduled to work/minister in on a daily basis.

Spiritual Growth

- Once a week ... huddles? Discipleship
- Enrollees are expected to select a local "home" church within 30 days of starting the program and attend on a regular basis
- Enrollees are expected to engage in volunteer service at their local home church, outside of Maranatha. Maranatha may be able to provide a list of suggestions. Engagement must be 2-4+ times per month and should be run-by the program supervisor before committing. Enrollees expected to initiate their volunteer ministry within 30 days of starting the program.

Dating Policy

1. During work/ministry time and in work areas, Enrollees are expected to conduct themselves in an appropriate workplace manner that does not interfere with others or with overall productivity.
2. During non-scheduled work time, such as lunches, breaks, and before and after scheduled shifts, Enrollees engaging in personal interactions should observe appropriate workplace behavior.
3. Enrollees are **strictly prohibited** from engaging in physical contact that would in any way be deemed inappropriate by a reasonable person while anywhere on Maranatha Camp premises, whether during a scheduled shift or not.
4. Enrollees are not permitted to have someone of the opposite sex in their homes without the presence of a third party. There are no exceptions to this policy.
5. Enrollees are not to be alone with anyone of the opposite sex on Maranatha Camp premises between the hours sunset to sunrise.
6. Enrollees who allow personal relationships with other enrollees or camp staff to adversely affect the work or ministry environment will be subject to Maranatha's disciplinary policy. Failure to change behavior and maintain expected work/ministry responsibilities is viewed as a serious disciplinary matter.
7. Failure to cooperate with Maranatha Camp's leadership to resolve a conflict or problem caused by a romantic relationship between Enrollees or among managers, supervisors or others in positions of authority in a mutually agreeable fashion may be deemed insubordination and result in disciplinary action up to and including termination.

The above policies are based on Scriptural standards:

- **1 Thessalonians 4:3-5** *For this is the will of God, your sanctification: that you abstain from sexual immorality; that each one of you know how to control his own body in holiness and honor, not in the passion of lust like the Gentiles who do not know God...*
- **1 Corinthians 10:31** *So, whether you eat or drink, or whatever you do, do all to the glory of God.*
- **Romans 12:1-2** *I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.*

Enrollee Signature

Date

Gap Year Supervisor Signature

Date

Executive Director Signature

Date