



CRU MINISTRY TRAINING

Hi – and thanks for your interest in training with us and serving alongside us in this wonderful ministry!

Crusaders has been declaring the Gospel of Christ since 1930, and currently uses 3 ministry arms to do this:

- Summit Camps, which runs fully-programmed camps for school groups during term times;
- Schools Ministry, who encourage and support CRU lunchtime groups in independent schools; &
- CRU Holiday Camps, which runs residential camps and day camps for school students during school holidays.

We are a Bible-based, interdenominational Christian Youth Organisation whose mission is to help the students of the independent schools of Australia to know and follow Jesus. We seek to expose students to the Gospel, win them to Christ, disciple them in their faith and train them for a lifetime of service.

We have employed staff in ministry training roles for 25 years, beginning the Summit Fellowship Program in 1991. In this time, over 160 'Fellows' have been through the program, many of whom are now working in churches, working in Christian schools, or serving as missionaries.

In recent years, we've added the Schools Ministry Associates Program, catering for those who would like to be involved specifically in High School ministry and spend concentrated time learning how to teach the Bible, and the Holiday Camps Internship, aimed at those with strong administrative skills, and a desire to be involved in camping ministry, by both leading on camp and by pastorally supporting camp teams.

Our prayer and desire for all staff is that each person will grow in their relationship with God and will develop new skills and abilities to serve Him. Our staff are committed Christians who look to work together as a team to build each other up, not just to be productive workers, but to be people who will grow in their love and knowledge of God.

These 3 ministry programs are aimed at people who share this desire. You may not have a lot of experience yet. You may not have all the skills you need yet. That's ok – that's why these are training programs. All you need is a trust in and love for Jesus, and a desire to serve Him.

Over the page is a table to help explain the distinctions between the 3 roles. On the application form, it would be helpful if you indicated which of these positions is your preference. If you're unsuccessful in your preferred role, we may still want to talk with you about another role – we're mainly interested in getting the right people on board.

If you have any questions, you can contact our Staffing Co-ordinator, Lisa Mason (lisam@crusaders.edu.au or 9653 1676), about any of the 3 roles. Alternatively, for information about the Summit Fellowship program, you can also contact our Director of Summit, James Carroll (jamesc@crusaders.edu.au or 9653 1676); contact the Director of Schools Ministry, Peter Crawford (peterc@crusaders.edu.au or 9874 8933) for more information about the Schools Ministry Associates Program; or contact our Director of Holiday Camps, Phil Rawnsley (philir@crusaders.edu.au or 9874 8933) for more information about the Holiday Camps Internship.

WHICH ROLE IS RIGHT FOR YOU?

	Summit Fellowship	Schools Ministry Associates	Holiday Camps Internship
Description	Full-time camp leader	Full-time high school ministry - in schools and on camps	Full time holiday camp volunteer training & support
Key Duties	Leading on camp; Bible, ministry & outdoor rec training; campsite and equipment maintenance	Getting alongside high school students in schools and on camps to encourage and help them follow Jesus	Supporting volunteers; directing & speaking on camps; recruiting leaders and launching new camps so that Jesus is shared through camps
Nights on Camp	Approx 65 per year	Approx 36 per year	Approx 30 per year
Training Days	Approx 55 per year plus on camp training	Approx 74 per year (approx. 64 preaching & theological and 10 re: camps)	45-50 per year (approx. 40 Bible college / study days and 5-10 camp/conference related)
Qualifications Gained	Certificate II, III & IV in Outdoor Recreation, Moore College PTC, first aid & Bronze Medallion	Cornhill Preaching Certificate, Moore College PTC, first aid & possibly Bronze Medallion	Diploma of ministry (ACT colleges /Timothy Partnership), first aid, Bronze Medallion
Duration	1 to 4 years (2 yr minimum is preferred)	2 years	3 years
Intakes	January & July	January	January
Applications Open	Year round	August/September	August/September
Positions	Approximately 8 to 10 per year	2 per year	2 every 3 years (2017, 2020)



THE CRUSADER UNION OF AUSTRALIA APPLICATION FORM

8 Crusader Road Galston NSW 2159
Phone: 02 9653 1676
Fax: 02 9653 1874
Web: www.crusaders.edu.au

Please complete the following and return as soon as possible to:

lisam@crusaders.edu.au

or

**The Staffing Co-ordinator
8 Crusader Rd, Galston NSW 2159**

If you have any questions, please call 02 9653 1676 (option 1).

NOTE: Please include a *cover letter* with your application, outlining why you are interested in applying for this position and the key reasons why you believe you are suited to the role.

PERSONAL DETAILS	
Applicant's full name (include Mr, Mrs, Ms, etc):	
Date:	
Position being applied for:	
Second preference position being applied for (if applicable):	
Home address:	
Postal address: (if different)	
Email address:	
Mobile phone:	
Home phone:	
Business hrs phone:	
Are you an Australian citizen? If no, indicate what visa you are on:	
Date of birth (optional):	
Marital status (optional):	
Age & gender of children if any (optional):	
Sports, interests & hobbies (include membership of clubs):	
Describe your personality type:	

RESTRICTIONS	
For the purposes of <i>Workplace Health & Safety</i> , do you have any issues regarding your physical or mental health which may impact your ability to carry out the tasks required in this role? If yes, please provide further detail on these and how they can be managed to best facilitate the role.	
In accordance with The Child Protection (Working With Children) Act 2012 and the Child Protection (Working With Children) Regulation 2013, Crusaders is required to check that you are a suitable person to work on our residential sites and with children prior to your starting work. To facilitate this process, please provide your Working with Children Check number or application number . <i>Further details on this process can be accessed at</i> http://www.kidsguardian.nsw.gov.au/Working-with-children/working-with-children-check	
Have allegations of sexual assault (including sexual assault of a minor) ever been brought against you? (If yes, please elaborate.)	
Have you at any time been convicted of a crime against a minor, or a crime of violence, or of sexual assault?	

REFEREES		
Please provide details of at least two referees who can be contacted to support your application. One of these referees must be a pastor/minister from your church. (Additional church leaders, such as Bible study leaders or other volunteer ministry leaders may also be helpful to include.)		
Name	Phone number	Relationship to you
FINAL REFEREE CHECK		
We are unable to offer a position on staff to anyone without performing a referee check with the current employer (or the most recent employer for those not currently employed). We understand that applicants may not have advised current employers of their application at this stage, and so we can hold off on this referee check until the end of the application process. If you have not held previous employment, then please include the details of your church minister here instead.		
Name	Phone number	Role & organisation
Tick the following box if you would prefer for us to hold off on this referee check until immediately prior to offering a position.		<input type="checkbox"/>

EDUCATIONAL QUALIFICATIONS			
<u>Secondary</u>			
Name of last school attended:	Name of final certificate:		
<u>Tertiary/additional courses of study</u>			
Name of institution	Dates attended	Major studies	Qualifications obtained

SUMMARY OF WORK HISTORY			
(alternatively, attach a résumé with more detailed information)			
Name of employer	Period of employment	Position held	Reason for leaving

PERSONAL FAITH & VIEWPOINTS	
What church do you attend and how long have you been a member? If less than two years please indicate any previous church as well.	
How have you served in your church (either formal roles or informal service)?	
Describe any recent ministry or Christian service roles you have been involved in outside of your church.	
What do you consider to be the main points of the Gospel?	
Please explain briefly the means and circumstances by which you became a Christian.	
What books, movies or websites, either secular or religious, have you found of particular significance in the past two years? Please say why.	
Are there any contentious Christian issues that you feel strongly about? Give details.	

AGREEMENT WITH CRUSADERS' BELIEFS	
The Crusader Union's 'Extended Basis of Belief' document is attached. Please read the two statements below and indicate the one that best applies to you.	Indicate which of the statements applies to you:
I have read and affirm my full agreement with the Crusader Union's 'Extended Basis of Belief' document OR	
I have read and wish to discuss some aspects of the Crusader Union's 'Extended Basis of Belief' document.	

FULFILMENT OF ESSENTIAL/DESIRABLE POSITION CRITERIA

Please read the Position Description. From the Essential or Desirable Criteria, choose what you think are the 3 or 4 most important criteria and:

- A) Rate your skills in this area between 1 & 5 (1 = Low level of competency; 3 = Good; 5 = high),
 B) State evidence or give examples of why you believe this.

Most important Criterion	Rating	Evidence or examples

MINISTRY SKILLS

Rate your skills between 1 & 5 (1 = Low level of competency; 3 = Good; 5 = high) for each skill area

Skill	Rating	Comments
Schools based ministry		
Camping ministry		
Music/singing		
Running games		
Writing Bible studies		
Running discussion groups		
Giving talks		
Skits		
Puppets		
Administration & record keeping		
Working with primary-aged kids		
Working with teenagers		
Working in a team		
Discipling & pastorally caring for people		
Training others in ministry		

CHRISTIAN/MINISTRY EXPERIENCE	
What are some blessings in your life from God?	
Have you ever taken a risk or new initiative in ministry? If so, what?	
What has been your most stressful ministry/Christian experience?	

SCENARIOS	
Please indicate briefly the response you would give to a Year 7 or 8 student who said that they wanted to become a Christian.	
What answer would you give to a student who asked about the relevance of the Scriptures?	
How would you counsel a person whom you believed to be in error doctrinally?	
How would you deal with a parent or school staff member who was dissatisfied with some aspect of a program we ran?	

<u>DECLARATION:</u>	
I declare that the answers given in this application form are accurate and truthful to the best of my knowledge, and understand that providing false or misleading information on this form or any other information attached to my application (such as a CV, etc) may result in a decision to not employ me or, if already employed, may lead to termination of my employment.	
NAME:	DATE:
SIGNED:	

Information collected here will be used to process and review your application for employment with Crusaders. Please see our full [Notification Statement](#) for more about how we collect, use and protect your information.

Our usual practice is to store all application forms, including unsuccessful ones, for future reference, and may contact unsuccessful applicants to inform them of other positions for which they may be suitable at a later date. If you would prefer us not to hold onto your details beyond this application, please advise us in your cover letter.

The Crusader Union of Australia
Extended Basis of Belief

The Crusader Union of Australia believes that:

1. The only true God, the almighty Creator and Sustainer of all things, exists eternally in three persons: the Father, the Son and the Holy Spirit.

This means that we believe that:

- As God created and sustains the universe, He knows what is best for our lives and deserves our worship as the only true God.
- There is perfect unity in the Trinity.
- God is most clearly seen in the person of Jesus.

(Isaiah 44:6; Revelation 4:11; John 1:1-3; Hebrews 1:3; John 14:9-11; Colossians 1:15-16; John 16:13-15; Matthew 28:19)

2. The Bible, as originally given, is divinely inspired, infallible, and is the supreme authority in all matters of faith and conduct.

This means that we believe that:

- The Bible was written to reveal God's character and plan and how we are to live in response.
- The 66 books of the Bible cannot be added to or altered, and its teachings will override any human teaching, including any other book which claims to be God's Word.
- We should act in a way which is consistent with what the Bible teaches: doing those things which it describes as right, and not advocating or practising those things which the Bible describes as sinful. This includes things like dishonesty, greed, sexual relationships outside marriage, homosexual relationships, drunkenness and foul language.

(II Timothy 3:14-17; Matthew 5:17-19; Colossians 3:5-17; I Corinthians 6:9-11)

3. All people have value and dignity; they are created in God's image to live in relationship with their Creator and His creation, but have become alienated from Him and others because of sin and are therefore justly subject to God's condemnation.

This means that we believe that:

- All people should be treated with love and respect.
- People aren't perfect. We recognise that sin and evil exist as is evident in broken relationships between God, people and the natural world.
- We need to recognise that God will judge all people.

(Genesis 1:27; Psalm 145:17; John 15:12; Romans 3:9-23; Isaiah 53:6; Romans 1:18-20)

4. Jesus Christ, fully human and fully divine, was born of the virgin Mary. He was perfect and lived in complete obedience to God the Father. Because of God's love for humanity, Jesus willingly died on the cross as a sacrifice, taking the punishment that we deserved for our sin.

This means that we believe that:

- Jesus provides the only solution to our sin and alienation from God.
- His death was no accident, but was God's plan to provide the only sufficient sacrifice for sin, once for all, as a substitute for sinful people.
- We need to take his death and resurrection seriously, as anyone who ignores it is ignoring God's offer of rescue.

(Matthew 1:18-25; John 1:1-14; Colossians 1:15-20; I Peter 3:18)

5. Jesus Christ rose bodily from the dead and ascended to heaven, where he reigns at the right hand of God.

This means that we believe that:

- Jesus was physically raised from the dead in accordance with the accounts of the Bible. This means the resurrection is not myth, exaggeration or fiction.
- Jesus Christ is alive today and forevermore, reigning in heaven as Lord and King.
- We can know Him today and have a relationship with Him.

(John 20; I Corinthians 15:1-8, 12-58; Acts 1:9; Acts 2: 32-39; Hebrews 7:24-25)

6. It is only by grace, through faith in Jesus Christ alone, that our relationship with God is restored and that we can be justified.

This means that we believe that:

- No-one can earn their salvation: it is a gift from God that we need to accept by trusting Jesus.

- Christians have no reason to boast about what they have done to establish their relationship with God, as He is the source of this.
- Jesus is the only way for us to be put right with God. No good works or religious rituals can make us right with Him.

(Romans 5:1; Ephesians 2:8-9; Acts 4:12; John 14:6; John 1:12)

7. The work of the Holy Spirit is necessary for us to repent and have faith in Jesus Christ, bringing us into a right relationship with God.

This means that we believe that:

- Though our relationship with God needs to be restored, this cannot be achieved through our own efforts.
- We need to acknowledge that we haven't treated God the way He deserves.
- A restored relationship involves turning back to God and asking his forgiveness.
- Repentance and faith only come as a result of the Holy Spirit's work in the individual.

(Titus 3:5-7; John 16:5-11; Romans 8: 5-9; I Corinthians 2: 10-15)

8. Christian hope and confidence are based upon God's promise of eternal life to all who trust in the death and resurrection of Jesus Christ.

This means that we believe that:

- All Christians can be sure of being raised from the dead to be with God forever.
- We can be confident that even our death will not separate us from God's perfect love.
- We have no reason for pride as our confidence does not come from anything we have done.

(John 3:16; I Corinthians 15:12-28; I Peter 1:3-5; I Thessalonians 5:8-11; Romans 8:38-39; Ephesians 2:8-9; Romans 10:9; I John 5:11-13; Philippians 3:12-14)

9. The Lord Jesus Christ will personally and visibly return and will judge all people.

This means that we believe that:

- This world will end only when God sends Jesus Christ back to earth.
- Jesus has not yet returned to the earth, but will come at a day and hour which is unknown by any human.
- We need to be ready for that time.

(Acts 1:11; I Thessalonians 4:16-5:11; II Thessalonians 1:9-10; Matthew 25:1-13)

10. The Holy Spirit is at work in all believers to empower them to live Christlike lives of witness, service and good works in community with other believers as they await the return of Jesus Christ.

This means that we believe that:

- Christians will not be perfect during this life but will be progressively becoming more like Jesus Christ as a result of the Holy Spirit's transforming work in their lives.
- Christians, empowered by the Holy Spirit, should be committed to prayer and Bible reading, sharing the good news of Jesus, serving others, doing good in the world and meeting regularly with other Christians.

(John 14:16, 26; I Peter 1:2; Ephesians 1:17-19; Acts 1:8; Ephesians 4:1-16; Ephesians 2:10; Hebrews 10:25; Philippians 4:6-7; Romans 8:26; Ephesians 6:17-18)