

FEDERAL COURT

B E T W E E N :

BCM INTERNATIONAL (CANADA) INC.

Applicant

- and -

CANADA (MINISTER OF EMPLOYMENT, WORKFORCE DEVELOPMENT AND
LABOUR, and THE ATTORNEY GENERAL OF CANADA)

Respondent

AFFIDAVIT OF MICHELLE GUSDAL

I, Michelle Gusdal, of Calgary, Alberta, SWEAR THAT:


1. I am the Office Manager of the Justice Centre for Constitutional Freedoms, and as such I have personal knowledge of the facts herein deposed except where based on information and belief, in which case I verily believe the same to be true.
2. Attached as **Exhibits “A”, “B”, “C” and “D”** to this Affidavit are emails dated May 2, 2019, from Service Canada denying Canada Summer Jobs applications for Hampton Bible Camp, Camp Livingstone, Turtle Mountain Bible Camp, and Maple Springs Bible Camp, respectively, all of which are One Hope Canada camps, according to One Hope Canada’s website: see webpage printouts attached as **Exhibit “E”** to this Affidavit.
3. Each of these four camps were approved for Canada Summer Jobs funding in 2017, and received the following amounts:

Hampton Bible Camp	\$7,670
Camp Livingstone	\$8,663
Turtle Mountain Bible Camp	\$4,400
Maple Springs Bible Camp	\$18,488

See webpage printouts from Canada.ca attached as **Exhibit “F”** to this Affidavit.


4. One Hope Canada describes itself as a “distinctively Christian organization” and requires “that all One Hope Canada year-round missionaries and board members as well as individuals serving (paid or unpaid) in summer missionary positions (referred to as ‘personnel’ in this document) believe and follow both our Statement of Faith and our Code of Christian Conduct, as defined below.” One Hope Canada “Statement of Affirmation Form” attached as **Exhibit “G”** to this Affidavit.
5. On its website, Hampton Bible Camp states that “[p]rior to acceptance as a summer missionary, all applicants must sign One Hope Canada’s Statement of Affirmation to be considered for a summer missionary position.” See Hampton Bible Camp “Application Procedure” webpage printout attached as **Exhibit “H”** to this Affidavit. The Statement of Affirmation is also part of Maple Springs’ “Volunteer Staff Info Package 2019”, available at <https://www.maplesprings.ca/wp-content/uploads/2018/11/Staff-Info-Package-2019.pdf> and attached as **Exhibit “I”** to this Affidavit.
6. I swear this Affidavit for no improper purpose.

SWORN BEFORE ME at Calgary, in the
Province of Alberta, this 16th day of
September, 2019.



Commissioner for Oaths in and
for the Province of Alberta

Marty Moore
Barrister & Solicitor

)
)
)
)
)
)
)


MICHELLE GUSDAL

Exhibit "A"

THIS IS EXHIBIT " A "
referred to in the Affidavit of
Michelle Gvsdal

Sworn before me this 16
day of September A.D. 20 19


A Commissioner in and for the Province of Alberta

Marty Moore
Barrister & Solicitor

Fwd: Fw: Canada Summer Jobs application

Ryan Skaling <rskaling@onehopecanada.ca>
To: Bill McCaskell <bmccaskell@onehopecanada.ca>

Thu, May 2, 2019 at 7:26 AM

----- Forwarded message -----

From: **Ben Lawson** <ben@onehopecanada.ca>
Date: Thu, May 2, 2019, 7:13 AM
Subject: Fw: Canada Summer Jobs application
To: Sandi Hicks <sandihicks@onehopecanada.ca>, Ben Ganong <bcganong@onehopecanada.ca>, Greg Gray <greggray7@gmail.com>, Mark Hughes <mark.hughes@windoor.ca>, Ian Tupper <tuppers4@rogers.com>, Nate Bartlett <nbbartlett@gmail.com>, Danielle Thomson <daniellethomson@hotmail.ca>, Sonia Boyd <toddboyd@nbnet.nb.ca>, John Ness <johnmelness@hotmail.com>, Brian Hoyt <dbrian.hoyt@gmail.com>, Ryan Skaling <rskaling@onehopecanada.ca>

For your information. See below.

Ben

Sent from my BlackBerry 10 smartphone on the Koodo network.

From: SV-SF-CSOS <no-reply-aucune-reponse@hrsdc-rhdcc.gc.ca>
Sent: Thursday, May 2, 2019 9:05 AM
To: Benjamin Lawson
Subject: Canada Summer Jobs application

*****This is a system generated e-mail. Please do not reply*****

2019/05/02

Benjamin Lawson
Hampton Bible Camp
229 LAKESIDE ROAD
HAMPTON NB E5N 6M7

Project Number: # 016112260

Constituency: Fundy Royal

Subject: Canada Summer Jobs application

We appreciate your interest in Canada Summer Jobs.

Thank you for providing additional information. After a full assessment, your application has been deemed ineligible for the following reason(s):

- The proposed project/activity is ineligible - Projects or job activities that restrict access to programs, services, or employment, or otherwise discriminate, contrary to applicable laws, on the basis of prohibited grounds, including sex, genetic characteristics, religion, race, national or ethnic origin, colour, mental or physical disability, sexual orientation, or gender identity or expression.

The Department's decisions on Canada Summer Jobs applications are final. However, if you have any questions about the process or the decision made in respect of your application, please contact me at (506) 247-0537.

If you proceed with plans to hire a youth this summer and are interested in advertising your job vacancies, you may visit www.jobbank.ca. Job Bank offers free job postings to employers, including job listings for students.

Sincerely,

SARAH TOUCHIE, Director, LMSDP/Directrice, PMTDS
Service Canada
633 QUEEN STREET
Fredericton NB E3B 1C3

Exhibit "B"

THIS IS EXHIBIT " B "
referred to in the Affidavit of
Michelle Gurdal

Sworn before me this 16
day of September A.D. 20 19


A Commissioner in and for the Province of Alberta

Marty Moore
Barrister & Solicitor

Fwd: Canada Summer Jobs application - Project Number: 016173528

Brian Murphy <brianmurphy@onehopecanada.ca>

Thu, May 2, 2019 at 8:22 AM

To: Terry Kerr <terryk@onehopecanada.ca>, Bill McCaskell <bmccaskell@onehopecanada.ca>

Well this is disappointing

Brian Murphy

Directeur exécutif | Executive Director

Camp Livingstone

(819) 843-2019 office

(819) 239-6184 mobile

www.camplivingstone.ca

----- Forwarded message -----

From: **SV-SF-CSOS** <no-reply-aucune-reponse@hrsdc-rhdcc.gc.ca>

Date: Thu, May 2, 2019 at 8:56 AM

Subject: Canada Summer Jobs application - Project Number: 016173528

To: Brian Murphy <brianmurphy@onehopecanada.ca>

*****This is a system generated e-mail. Please do not reply*****

2019/05/02

Brian Murphy

One Hope Ministries of Canada (Quebec)

120 RENE

CANTON STANSTEAD QC J1X 3W2

Project Number: # 016173528

Constituency: Compton-Stanstead

Subject: Canada Summer Jobs application

We appreciate your interest in Canada Summer Jobs.

After seeking additional information from you, your application has been deemed ineligible for the following reason(s):

- The application does not demonstrate that measures have been implemented to provide a workplace free of harassment and discrimination.

The Department's decisions on Canada Summer Jobs applications are final. However, if you have any questions about the process or the decision made in respect of your application, please contact me at (866) 233-3194.

If you proceed with plans to hire a youth this summer and are interested in advertising your job vacancies, you may visit www.jobbank.ca. Job Bank offers free job postings to employers, including job listings for students.

Sincerely,

MARIE-ANDRÉE KATIA BERTRAND, Director, Program Delivery/Directrice de l'exécution des programmes

Service Canada

1001 DE MAISONNEUVE BOULEVARD EAST, 4TH FLOOR/4IÈME ÉTAGE

Montréal QC H2L 4P9

Exhibit "C"

THIS IS EXHIBIT " C "
referred to in the Affidavit of
Michelle Gurdal

Sworn before me this 16
day of September A.D. 20 19


A Commissioner in and for the Province of Alberta

Marty Moore
Barrister & Solicitor

Fwd: Canada Summer Jobs application - Project Number: 016252678

Melanie Mushaluk <melanie@onehopecanada.ca>
To: Bill McCaskell <bmccaskell@onehopecanada.ca>

Thu, May 2, 2019 at 11:28 AM

For your information.

----- Forwarded message -----

From: **Howard Weir** <howard@onehopecanada.ca>
Date: Thu, May 2, 2019 at 11:17 AM
Subject: Fwd: Canada Summer Jobs application - Project Number: 016252678
To: melanie@onehopecanada.ca <melanie@onehopecanada.ca>

Just received this from Canada Summer Jobs.

Howard Weir

Turtle Mountain Bible Camp Director
a Ministry of One Hope Canada
Camp # (204)747-2587, Home # (204)534-6844

*A scroll of remembrance was written in his presence concerning those who feared the LORD and honored his name. "They will be mine," says the LORD Almighty; "in the day when I make up my **treasured possession**." Malachi 3:16a,17*

NOTE: This communication, including its attachments, if any, is confidential and intended only for the person(s) to whom it is addressed, and may contain proprietary and/or privileged material. Any unauthorized review, disclosure, copying, other distribution of this communication or taking of any action in reliance on its contents is strictly prohibited. If you have received this message in error, please notify us immediately so that we may amend our records. Then, please delete this message (and its attachments, if any) without reading, copying or forwarding it to anyone.

----- Forwarded message -----

From: **SV-SF-CSOS** <no-reply-aucune-reponse@hrsdc-rhdcc.gc.ca>
Date: Thu, May 2, 2019 at 10:15 AM
Subject: Canada Summer Jobs application - Project Number: 016252678
To: Howard Weir <howard@onehopecanada.ca>

*****This is a system generated e-mail. Please do not reply*****

2019/05/02

Howard Weir
Turtle Mountain Bible Camp
BOX 1198
BOISSEVAIN MB R0K 0E0

Project Number: # 016252678

Constituency: Brandon-Souris

Subject: Canada Summer Jobs application

We appreciate your interest in Canada Summer Jobs.

After seeking additional information from you, your application has been deemed ineligible for the following reason(s):

- The proposed project/activity is ineligible - Projects or job activities that restrict access to programs, services, or employment, or otherwise discriminate, contrary to applicable laws, on the basis of prohibited grounds, including sex, genetic characteristics, religion, race, national or ethnic origin, colour, mental or physical disability, sexual orientation, or gender identity or expression.

The Department's decisions on Canada Summer Jobs applications are final. However, if you have any questions about the process or the decision made in respect of your application, please contact me at (800) 548-2375.

If you proceed with plans to hire a youth this summer and are interested in advertising your job vacancies, you may visit www.jobbank.ca. Job Bank offers free job postings to employers, including job listings for students.

Sincerely,

JAN FIX, Director/Directrice
Service Canada
220 4TH AVENUE SOUTHEAST
Calgary AB T2G 4X3

--

Melanie Mushaluk
Development Admin Coordinator
One Hope Canada/l'Espoir du Canada
Toll Free: 1-888-960-2580 (ext. 130)
Fax: 1-204-663-0246

Exhibit "D"

THIS IS EXHIBIT " D "
referred to in the Affidavit of
Michelle Gurdal

Sworn before me this 16
day of September A.D. 20 19


A Commissioner in and for the Province of Alberta

Marty Moore
Barrister & Solicitor

Fwd: Canada Summer Jobs application - Project Number: 016291981

Maple Springs Director <director@maplesprings.ca>

Thu, May 2, 2019 at 10:45 AM

To: Bill McCaskell <bmccaskell@onehopecanada.ca>, Pete Stenstrom <petes@onehopecanada.ca>

----- Forwarded message -----

From: **SV-SF-CSOS** <no-reply-aucune-reponse@hrsdc-rhdcc.gc.ca>

Date: Thu, May 2, 2019, 8:27 AM

Subject: Canada Summer Jobs application - Project Number: 016291981

To: Mark Wilson <director@maplesprings.ca>

*****This is a system generated e-mail. Please do not reply*****

2019/05/02

Mark Wilson
One Hope Ministries of Canada
5100 INGA ST
PEACHLAND BC V0H 1X8

Project Number: # 016291981

Constituency: Central Okanagan-Similkameen-Nicola

Subject: Canada Summer Jobs application

We appreciate your interest in Canada Summer Jobs.

Thank you for providing additional information. After a full assessment, your application has been deemed ineligible for the following reason(s):

- The proposed project/activity is ineligible - Projects or job activities that restrict access to programs, services, or employment, or otherwise discriminate, contrary to applicable laws, on the basis of prohibited grounds, including sex, genetic characteristics, religion, race, national or ethnic origin, colour, mental or physical disability, sexual orientation, or gender identity or expression.

The Department's decisions on Canada Summer Jobs applications are final. However, if you have any questions about the process or the decision made in respect of your application, please contact me at (800) 548-2375.

If you proceed with plans to hire a youth this summer and are interested in advertising your job vacancies, you may visit www.jobbank.ca. Job Bank offers free job postings to employers, including job listings for students.

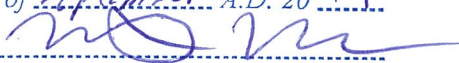
Sincerely,

JAN FIX, Director/Directrice
Service Canada
220 4TH AVENUE SOUTHEAST
Calgary AB T2G 4X3

Exhibit "E"

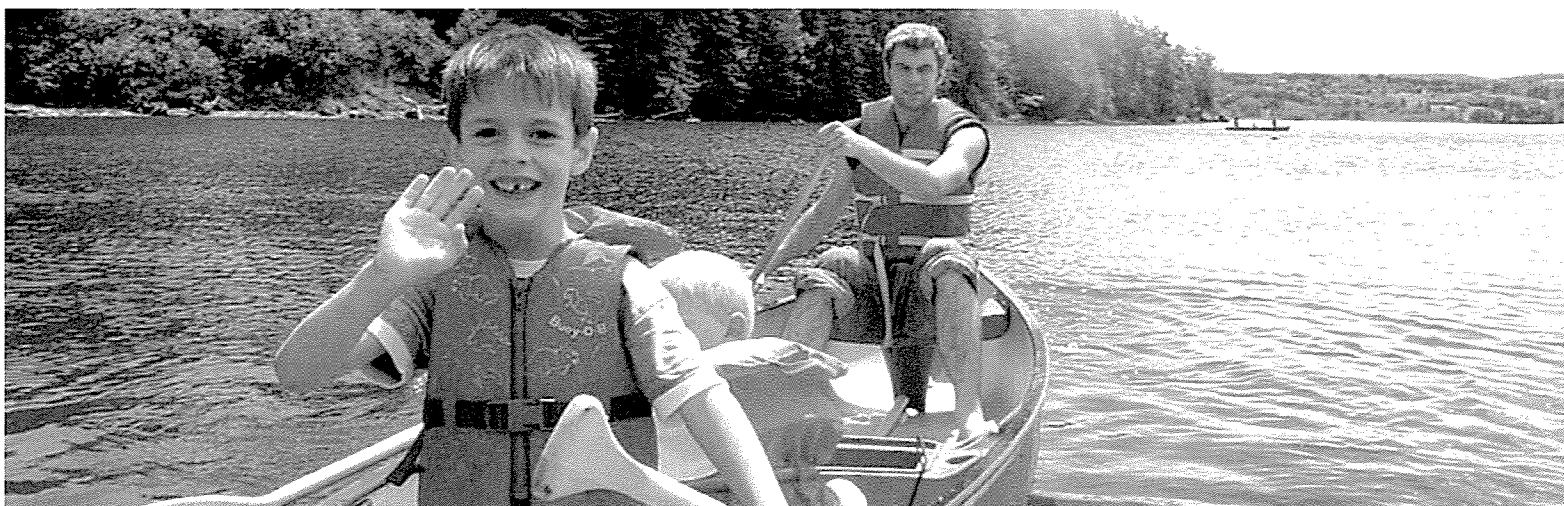
THIS IS EXHIBIT " E "
referred to in the Affidavit of
Michelle Gurdal

Sworn before me this 16
day of September A.D. 20 19



A Commissioner in and for the Province of Alberta

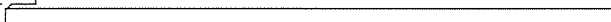
Marty Moore
Barrister & Solicitor

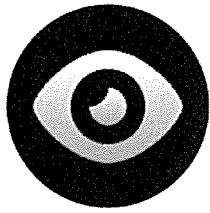


DISCOVER THE ATLANTIC

Reaching the maritime provinces with six Bible camps, one creative ministry, and one rural church.

04:41





EXPLORE

discover our ministries



CONNECT

email or phone us

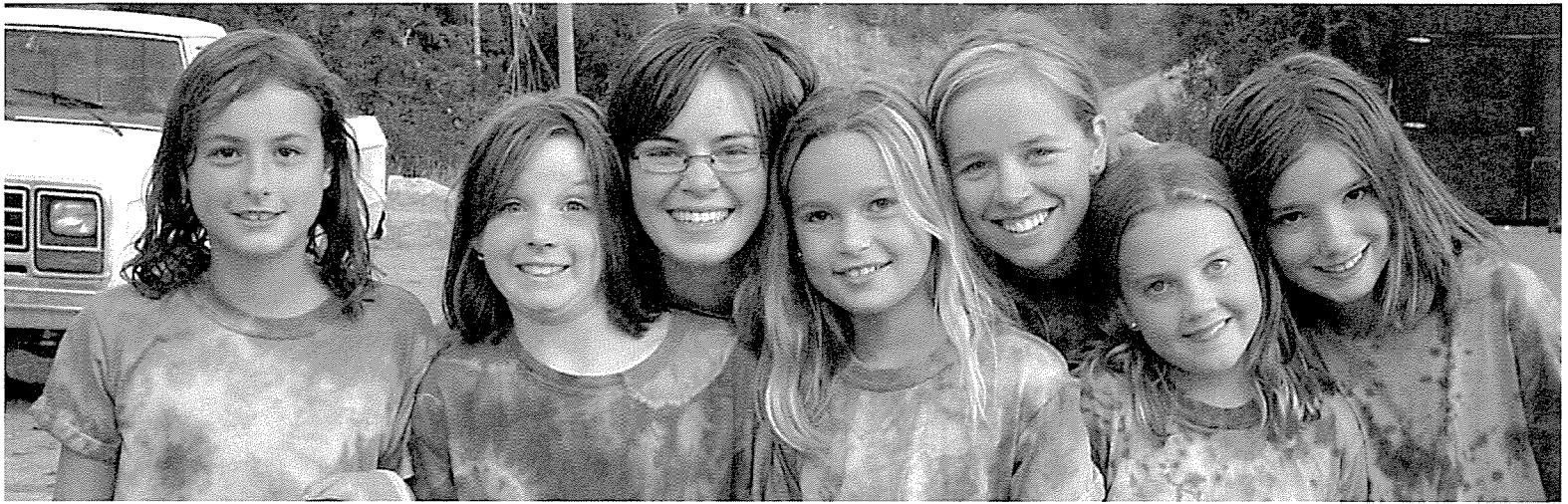
Discover our Bible Camps and Other Creative Ministries in the Atlantic



In Canada's atlantic provinces we bring the message of Jesus to children and youth in six Bible camps across the maritimes. Added to this is one church and one family in creative ministry. Find out more by clicking on one of the ministries below.

- **Bible Camps**
 - Blomidon Bible Camp (<http://www.onehopecanada.ca/blomidonbiblecamp/>)
 - Cape Breton Bible Camp (<http://www.onehopecanada.ca/capebretonbiblecamp/>)
 - Hampton Bible Camp (<http://www.onehopecanada.ca/hamptonbiblecamp/>)
 - Miramichi Valley Bible Camp (<http://www.onehopecanada.ca/miramichibiblecamp/>)
 - New Found Life Bible Camp (<http://onehopecanada.ca/newfoundlandlifebiblecamp/>)
 - Sandy Cove Bible Camp (<http://www.onehopecanada.ca/sandycovebiblecamp/>)
- Kensington Church
- The Doreys

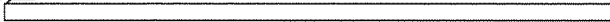
Contact the Atlantic Field Director

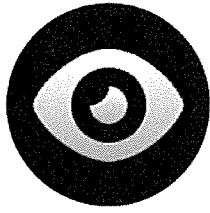


DISCOVER QUEBEC

Reaching Canada's French speaking province with two Bible camps.

03:14





EXPLORE

discover our ministries



CONNECT

email or phone us

Discover our Bible Camps in Quebec



EXPLORE

In Canada's french speaking province we bring the message of Jesus to children and youth in two Bible camps in southern Quebec. Find out more by clicking on one of the ministries below.

- **Bible Camps**

- Camp des Iles (<http://www.onehopecanada.ca/campdesiles/>)
- Camp Livingstone (<http://www.onehopecanada.ca/camplivingstone/>)

Top



(<https://www.facebook.com/pages/One-Hope-Canada/627362373966476>)



(<https://twitter.com/OneHopeCanada>)



(<https://vimeo.com/onehopecanada>)



(<https://onehopecanada.ca/blog/>)

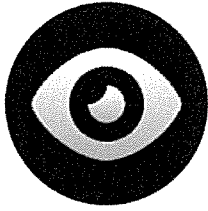
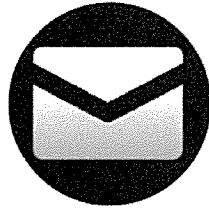


DISCOVER MANITOBA

Reaching the eastern prairies with five Bible camps and one creative ministry.

03:43 |



**EXPLORE***discover our ministries***CONNECT***email or phone us*

Discover our Bible Camps and Other Creative Ministries in Manitoba



In Canada's eastern prairie province we bring the message of Jesus to children and youth in five Bible camps across southern Manitoba. Added to this one other creative outreach ministries. Setting up in the heart of communities, our Adventure Day Camps ministry reaches children right in their own neighborhoods. Find out more by clicking on one of the ministries below.

- **Bible Camps**

- Dauphin Bible Camp (<http://www.onehopecanada.ca/dauphinbiblecamp/>)
- Gimli Bible Camp (<http://www.onehopecanada.ca/gimlibiblecamp/>)
- Roseau River Bible Camp (<http://www.onehopecanada.ca/roseauriverbiblecamp/>)
- Turtle Mountain Bible Camp (<http://www.onehopecanada.ca/turtlemountainbiblecamp/>)
- Valley View Bible Camp (<http://www.onehopecanada.ca/valleyviewbiblecamp/>)
- Adventure Day Camp (<http://www.onehopecanada.ca/adventuredaycampsmb/>)

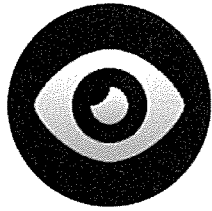
Contact the Manitoba Field Director



DISCOVER BRITISH COLUMBIA

Reaching the west coast with five Bible camps and one creative ministries.

03:17



EXPLORE

discover our ministries



CONNECT

email or phone us

Discover our Bible Camps and Other Creative Ministries in British Columbia



In Canada's west coast province we bring the message of Jesus to children and youth in five Bible camps from the southern Gulf Islands to central BC north of Vanderhoof. Added to this is one creative outreach ministry. Focused on special needs adults, Amasa bring the message of Jesus within summer camps and weekly clubs in the Salmon Arm area of southern BC. Find out more by clicking on one of the ministries below.

- **Bible Camps**

- Echo Lake Bible Camp (<https://onehopecanada.ca/echolakebiblecamp>)
- Hope Bay Bible Camp (<https://onehopecanada.ca/hopebaybiblecamp>)
- Lake Of The Trees Bible Camp (<https://onehopecanada.ca/lakeofthetreesbiblecamp>)
- Maple Springs Bible Camp (<https://onehopecanada.ca/maplespringsbiblecamp>)
- Ness Lake Bible Camp (<https://onehopecanada.ca/nesslakebiblecamp>)

- Amasa Camp (<https://www.onehopecanada.ca/amasacamp/>)

Contact the British Columbia Field Director

Exhibit "F"

THIS IS EXHIBIT " F "
referred to in the Affidavit of
Michelle Gisdal

Sworn before me this 16
day of September A.D. 2019


A Commissioner in and for the Province of Alberta

Marty Moore
Barrister & Solicitor

Organization Name	Amount Paid	Jobs Created
Fawcett's Rest Home	\$3,080	2
Floral Hill Farms Ltd.	\$1,320	1
Florentine Manor Heritage Bed and Breakfast	\$1,540	1
Forest Dale Nursing Home	\$7,021	2
Freddy's New Frenchy's Ltd.	\$1,320	1
Friends of the Kennebecasis Valley Inc.	\$7,114	2
Fundy Guild Inc	\$3,744	1
Fundy Gymnastics Club	\$6,379	2
Fundy Soccer Association	\$10,794	3
Fundy Trail	\$14,721	4
HAMPTON FOOD BASKET	\$2,576	1
Hall Bros. Enterprises Ltd.	\$1,760	1
Hammond River Angling Association	\$9,632	3
Hammond River Survival Camp	\$1,320	1
Hampton Alliance for Lifelong Learning	\$7,424	2
Hampton Area Chamber of Commerce	\$2,808	1
Hampton Bible Camp	\$7,670	2
Hampton Community Club	\$7,040	2
Hampton High School Scholarship and Bursary Foundation Inc	\$3,610	1

Organization Name	Amount Paid	Jobs Created
Bishops university / Athletic and Recreation	\$11,486	9
Bleu Massawippi	\$9,469	3
C.I.A.R.C.	\$3,350	1
COGESAF	\$3,424	1
Camp Livingstone	\$8,663	3
Camp Massawippi	\$14,428	4
Camping Beau-Soleil	\$1,027	1
Canton de Sainte-Edwidge-de-Clifton	\$3,153	2
Carrefour jeunesse-emploi du Haut-Saint-François	\$2,700	1
Centennial Theatre	\$1,014	1
Centre Corps Âme et esprit	\$6,300	2
Centre des Jeunes de Lennoxville	\$6,956	2
Chambre de commerce du Haut-Saint-François	\$6,890	2
Cimetière St-Edmond	\$2,578	1
Cine-Parc Orford HD Inc.	\$1,183	1
Circuits Frontières	\$3,438	1
Club Nautique du Petit Lac Magog	\$12,367	3
Club agroenvironnemental de l'Estrie	\$7,060	2
Collège Rivier	\$2,468	1
Collège Servite	\$2,700	1

Organization Name	Amount Paid	Jobs Created
Prairie Partners	\$4,816	1
Prairie West Recreation	\$3,730	1
Rock Lake Health District	\$3,465	1
Samaritan House Ministries Inc..	\$6,925	2
Seniors Helping Hands	\$2,370	1
Shilo MFRC Daycare	\$3,960	1
Souris Heritage Museum & Souris Railway Museum	\$4,177	1
Souris Hillcrest Museum	\$6,897	2
Souris Valley District Recreation Commission	\$13,435	3
Southwest Daycare	\$3,713	1
Ten Thousand Villages	\$2,453	1
The Deloraine Golf Club Inc.	\$4,110	1
The John Howard Society of Brandon	\$3,493	1
The Provincial Exhibition of Manitoba	\$3,460	1
The Women's Resource Centre	\$3,465	1
Tiger Hills Arts Association	\$3,221	1
Tiny Turtle Playroom Inc.	\$4,416	1
Turtle Mountain Bible Camp	\$4,400	1
Turtle Mountain Conservation District	\$3,864	1
United Way of Brandon & District	\$3,842	1

Organization Name	Amount Paid	Jobs Created
City Of West Kelowna	\$3,421	2
Coast Range Contracting	\$4,810	3
Coldwater Indian Band	\$9,805	4
CropHealth Advising & Research	\$1,955	1
District of Peachland	\$3,421	2
Emmanuel Church	\$3,906	1
Evangel Church	\$7,324	2
Get to Know Program	\$3,812	1
Grist Mill Foundation	\$10,642	3
Habitat for Humanity	\$4,155	1
Hands in Service	\$6,304	2
Heart and Stroke Foundation of Canada	\$3,779	1
Hedley Museum	\$6,807	2
Hope Mountain Centre for Outdoor Learning	\$7,812	2
Inn From the Cold Kelowna	\$2,148	1
Kelowna Paddle Centre	\$13,147	3
Kettle Valley Steam Railway	\$10,167	3
Logan Lake Wellness Health & Youth Society	\$20,366	8
Lower Similkameen Indian Band	\$7,165	2
Maple Springs Bible Camp	\$18,488	5

Exhibit "G"

THIS IS EXHIBIT " G "
referred to in the Affidavit of
Michelle Gurdal

Sworn before me this 16
day of September A.D. 20 19


A Commissioner in and for the Province of Alberta

Marty Moore
Barrister & Solicitor

Statement of Affirmation Form

Statement of Faith and Code of Christian Conduct

One Hope Canada is a distinctively Christian organization whose mission is to present the Gospel—particularly to those having the least opportunity to hear of Christ and especially to children and youth—and disciple believers for living and serving through His Church.

Our policies are built on principles taken from the Holy Bible, the final authority guiding our faith, our actions and our organization. We require that all One Hope Canada year-round missionaries and board members as well as individuals serving (paid or unpaid) in summer missionary positions (referred to as “personnel” in this document) believe and follow both our Statement of Faith and our Code of Christian Conduct, as defined below.

Abbreviated Statement of Faith

One Hope Canada has an understanding and interpretation of Scriptures consistent with the evangelical Christian tradition and maintains a Statement of Faith and Code of Christian Conduct based on that understanding and interpretation of Scripture.

In short summary, we believe—

1. The whole Bible is inspired by God and, therefore, our authority for faith and practice.
2. The Trinity is one God: Father, Son and Holy Spirit.
3. Jesus Christ is God and was miraculously conceived, performed miracles, died and was buried, physically rose again, ascended to heaven and will return.
4. In the person of the Holy Spirit, whose ministry is to glorify the Lord Jesus Christ, draw all people to Him, renew the believing sinner, and indwell, guide, instruct and empower the believer for godly living and service.
5. In the existence of Satan, a created being and an enemy of God.
6. All people, though created in the image of God, have rebelled and are totally sinful, unable to please God; all will one day be resurrected and only by being born again through faith in the Lord Jesus Christ alone can they receive salvation and the gift of eternal life, thus escaping conscious eternal punishment.

Code of Christian Conduct

One Hope Canada is a community of people united by their common Christian faith. Because One Hope Canada personnel serve as highly visible role models and servant leaders within our communities, they are representatives of our shared faith in Jesus Christ in every aspect of their lives and personal ministries. We require, therefore, that One Hope Canada personnel join in a commitment to believing and living out the Christian faith, according to New Testament biblical standards, in a manner consistent with the faith they believe and represent.

Consistent with the Christian beliefs of One Hope Canada, I agree—

1. To establish spiritual disciplines needed to maintain and promote a deep, intimate relationship with God through Jesus Christ.
2. To consistently attend a local church whose beliefs are consistent with One Hope Canada’s statement of faith, when it is possible.
3. To maintain healthy relationships with family and friends. Even if a relationship is broken and resolution appears impossible, I will fulfill my obligations to the other person(s), including legal responsibilities (i.e., paying child support, alimony, and debts).
4. To express my commitment to the mission of this organization through:
 - a. honouring and serving One Hope Canada personnel and its clients with love and respect and without reservation or discrimination
 - b. recognizing the inherent value—from conception to natural death—of every person as made in the image of God, as designed and gendered according to their biological sex, and as created to do good works
5. To abstain from—and not encourage—behaviour contrary to biblical principles, including but not limited to:
 - a. the use and possession of illicit or non-prescription intoxicating drugs
 - b. the abuse of alcohol
 - c. reading or viewing pornographic materials
 - d. sexual intimacy outside of the sacred bond of marriage between one man and one woman
 - e. harassment, physical aggression, sexual assault or other abusive behaviour
 - f. criminal activity
6. To be a careful, responsible steward of the environment, including One Hope Canada property.

I have read and agree with One Hope Canada’s Abbreviated Statement of Faith and Code of Christian Conduct. I acknowledge that failure to adhere to either is grounds for immediate dismissal.

Printed Name

Signature

Date

Ministry Point Name

Exhibit "H"

THIS IS EXHIBIT " H "
referred to in the Affidavit of
Michelle Gisdal

Sworn before me this 16
day of September A.D. 20 19

Marty Moore
A Commissioner in and for the Province of Alberta

Marty Moore
Barrister & Solicitor

(<http://www.facebook.com/hamptonbiblecamp>).



(<http://www.youtube.com/user/HamptonBibleCamp>).



(</index.php/contact-us>).

Hampton Bible

Camp

(<https://www.hamptonbi>)

[Join Our Team](#) ▶ Application Procedure

Application Procedure

The heart of Hampton Bible Camp is a caring and enthusiastic team of summer missionaries. If you are at least 14 years of age and are interested in serving with our team:

1. Begin the online application process. You will be asked to provide three references. You should speak to these individuals prior to beginning the process so you can include their email address in the application. One Hope Canada asks that one of these references come from your pastor or youth pastor.

2. All applicants age 18 and over, if approved, must provide a current police background check, and those age 25 and over must also provide a vulnerable sector check, as per One Hope Canada's In Safe Hands (<http://insafehands.ca/>) policy.

3. Summer missionaries age 16 and up are eligible to apply for the Summer Missionary Assistance Program (SMAP). (<http://onehopecanada.ca/smap/>) through which they can raise personal support (financial and prayer partners) for their summer ministry. If interested, this application must be completed no later than June 1 to allow time for communicating with potential supporters. Click here for the SMAP application form. (<http://onehopecanada.ca/smap/>)

4. Prior to acceptance as a summer missionary, all applicants must sign One Hope Canada's Statement of Affirmation to be considered for a summer missionary position. This document is included within the online application page.



(<https://onehopecanada.ca/applyonline/>)

It is ideal to send application forms in as early as possible as we identify candidates and fill our senior positions early. Application must be completed before service at camp begins.

Sign up to get our newsletter!

Name

E-mail

Subscribe

© Hampton Bible Camp | Webdesign by [Bankert Marketing Inc.](https://bankert.ca/index.php?utm_source=website&utm_medium=footer&utm_campaign=client_websites) (https://bankert.ca/index.php?utm_source=website&utm_medium=footer&utm_campaign=client_websites)

Exhibit "I"

THIS IS EXHIBIT " I "

referred to in the Affidavit of

Michelle Gusdal

Sworn before me this 16

day of September A.D. 20 19


A Commissioner in and for the Province of Alberta

Marty Moore
Barrister & Solicitor



maplesprings biblecamp

BUILDING RELATIONSHIPS. CHANGING LIVES



VOLUNTEER STAFF INFO PACKAGE 2019

A MINISTRY OF
one hope
CANADA





WHAT TO EXPECT

MINISTRY EXPERIENCE

Our whole summer happens because of our amazing summer staff! There are positions for anyone who loves kids, loves Jesus, is enthusiastic, and eager to serve at camp for 4 or more weeks!

SPIRITUAL GROWTH

You will be challenged and stretched as you build relationships and share Christ with campers through daily activities, Bible studies, and chapel times. You will go beyond your normal limits, and as you do so, you will see God work in and through you. We have the privilege of showing kids God's great love for them.

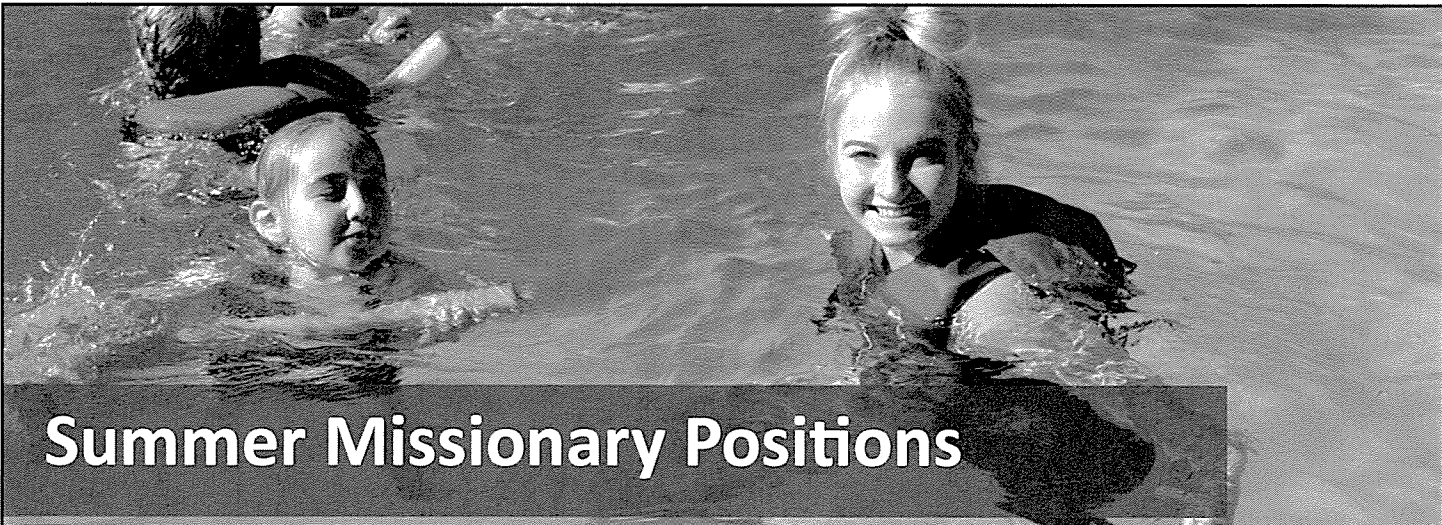
PERSONAL GROWTH

We believe the volunteer experience is just as important as the experience we offer the campers. Times together at Staff Training and serving together build community. The MSBC staff work hard to foster deep friendships, love, respect, and lots of fun and laughter. It is our hope that the friendships and memories made at camp will last a lifetime! Just ask someone who has been to camp and hear how life-changing it can be.

SKILL DEVELOPMENT

Maple Springs Bible Camp places an emphasis on skill development. Campers may choose to participate in archery, crafts, drama, wilderness survival, riflery, canoeing, leather working, or water sports. Applicants with training and skills in one or more of these areas are given preference. Regardless you will have the opportunity to learn and participate in a range of activities.

The skills of leadership, teamwork, and organization are the most important for any professional setting. Your experience at camp prepares you for almost any other work, it gives you value as a working person, and it looks great on a resume!



Summer Missionary Positions

HONORARIUM POSITIONS

Senior Cabin Leaders (4 female, 3 male)

Senior Cabin Leaders should have experience in and have a greater responsibility in leading a cabin. They are responsible for leading up to ten kids through their whole camp experience including games, meals, cabin times, activities and more. They are also responsible to care for their physical, social, emotional, and spiritual needs. Sr. Cabin Leaders will work alongside with a Jr Cabin Leader and should be at least 17 years old.

Video Tech/ Photographer (1)

We are looking for someone passionate about photography and video to take photos and create a promo video! You may have the opportunity to be a cabin leader as well! With your application please describe what equipment you can provide, or have experience using.

Kitchen Assistant (2)

Help with food preparation & services. Reports to head cook. Must be able to follow directions, work quickly and accurately, and have good physical stamina. No previous experience needed.

Junior Cabin Leaders (4 female, 3 male)

Jr. Cabin Leaders have a similar role as a Sr. cabin leader. Jr. Cabin leader is perfect for those who have done the LIT program! Reports to Sr. Cabin leader & Program Staff. Anyone can apply who are above the age of 16 years old.

Waterfront/First Aid Director (1)

One lifeguard acts as Waterfront Director at MSBC. This person must be 18 on or before June 30, and overseas First Aid Attendant. must have NLS certification valid until the end of August. Must have current Standard First Aid & CPR-C.

**Please provide copies of certifications with application*

First Aid Attendant (1)

Assisting First Aid Director. Co-responsible for the health and safety of the campers, LITs, and staff, including medical response to injuries, dispensing medication, medical checks, and medical paperwork. This person must have a MINIMUM of Standard First Aid and CPR-C.

** Please provide copies of certification with application*

Summer Program Director (2)

Works alongside the Program Director to plan and implement the summer program (schedule, games, events, skits, and more).

This position is very demanding, good communication, organizational skills and confidence leading a group is a must!

Leader In Training Director (1 female, 1 male)

Responsible for creating and implementing the LIT program. This includes work times, bible study, games, activities, and outings. LIT Directors function as 'Cabin Leaders' to the LITs. Must love to work hard and enjoy hanging out with teens!

Camper Support Worker (2)

We are looking for 1-2 leaders who love kids to help our campers that require extra support to follow the camper program, interact with others and to have an awesome time at camp. CSW will receive extra training on some diagnoses campers may have and will have the unique chance to support our awesome kids!

Chapel Leader (1)

Responsible for organizing chapels (music, music teams, skits, media, sound, leading worship), coordinating with weekly speakers, and assisting with program as required.

Head Cabin Leader (1 female, 1 male)

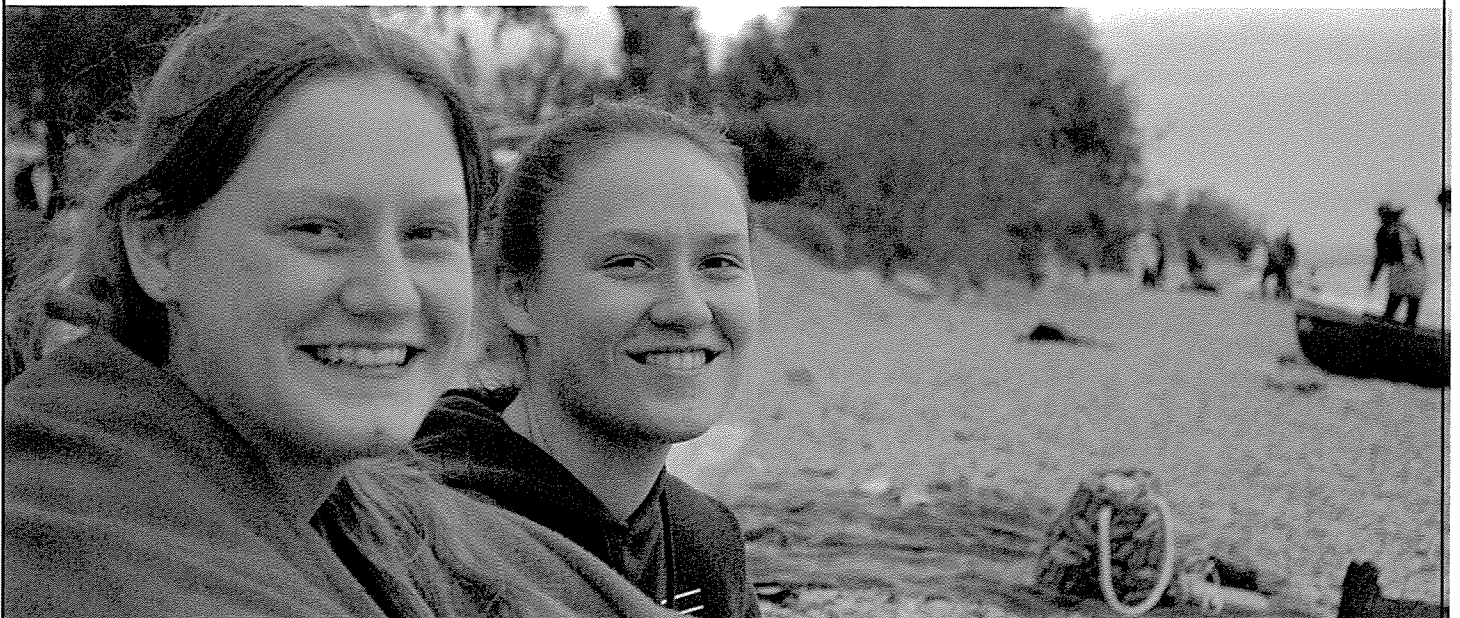
An experienced cabin leader who will lead campers while providing support, enthusiasm and an example for the cabin leading team. Will have additional responsibilities including sharing devotions, and training staff.

Camp Maintenance Intern (2)

Works closely with the Camp Caretaker and LITs to facilitate general camp maintenance and special projects. Good all around maintenance knowledge is an asset.

Camp House Keeper (1)

Responsible for laundry and cleaning procedures, inventory, and supervision. May also assist the kitchen with supplies and administration. Will be responsible for organizing the tuck (candy) shop, and camp supplies shopping.





Missionary Honorarium Amounts

<i>Positions</i>	<i>Amount</i>	<i>Returning Missionary Bonus</i>
Sr. Cabin Leader	\$150.00 per week	\$25.00 per week
Jr. Cabin Leader	\$75.00 per week	\$25.00 per week
Waterfront/First-Aid Director	\$150.00 per week	\$25.00 per week
First Aid Attendant	\$50.00 per week	\$25.00 per week
Summer Program Director	\$150.00 per week	\$25.00 per week
L.I.T Director	\$150.00 per week	\$25.00 per week
Head Cabin Leader	\$150.00 per week	\$25.00 per week
Camper Support Worker	\$50.00 per week	n/a
Chapel Leader	\$50.00 per week	n/a
Photography/Videography	\$50.00 per week	n/a
Kitchen Assistant	\$50.00 per week	n/a
Camp House Keeper	\$50.00 per week	n/a
Maintenance Intern	\$50.00 per week	n/a

A little note...

These honorariums are given to Summer Missionaries on behalf of Maple Springs Bible Camp.

We strongly encourage all missionaries to complete S.M.A.P as well.

Accepting both the honorarium and completing SMAP will help missionaries so that they will be financially capable to serve at MSBC for a minimum of 4 weeks.

Please view following page on how to get started with SMAP!



SUMMER MISSIONARY ASSISTANCE PROGRAM (SMAP)

We realize that every summer you have a number of options as to what you should do...find a good-paying summer job to save some money, travel with your friends, or maybe, just maybe, spend your time at camp and see the Creator of the universe at work in the lives of hundreds of children.

At One Hope Canada, we think spending your time at camp is a great option, and so we have designed the Summer Missionary Assistance Program (SMAP) - a program that helps you gather a group of people around you who will partner with you in your summer ministry. These people commit to pray for you, support the work financially, and encourage you through the summer. No longer is it just you going to serve at camp...it is your entire support team, partnering with you, to see what God will do.

To apply for any Summer Missionary position,
please visit the link on our website:

www.maplesprings.ca/volunteer/

STATEMENT OF AFFIRMATION



Statement of Faith and Code of Christian Conduct

One Hope Canada is a distinctively Christian organization whose mission is to present the Gospel—particularly to those having the least opportunity to hear of Christ and especially to children and youth—and disciple believers for living and serving through His Church.

Our policies are built on principles taken from the Holy Bible, the final authority guiding our faith, our actions and our organization. We require that all One Hope Canada year-round missionaries and board members as well as individuals serving (paid or unpaid) in summer missionary positions (referred to as “personnel” in this document) believe and follow both our Statement of Faith and our Code of Christian Conduct, as defined below.

Abbreviated Statement of Faith

One Hope Canada has an understanding and interpretation of Scriptures consistent with the evangelical Christian tradition and maintains a Statement of Faith and Code of Christian Conduct based on that understanding and interpretation of Scripture.

In short summary, we believe—

1. The whole Bible is inspired by God and, therefore, our authority for faith and practice.
2. The Trinity is one God: Father, Son and Holy Spirit.
3. Jesus Christ is God and was miraculously conceived, performed miracles, died and was buried, physically rose again, ascended to heaven and will return.
4. In the person of the Holy Spirit, whose ministry is to glorify the Lord Jesus Christ, draw all people to Him, renew the believing sinner, and indwell, guide, instruct and empower the believer for godly living and service.
5. In the existence of Satan, a created being and an enemy of God.
6. All people, though created in the image of God, have rebelled and are totally sinful, unable to please God; all will one day be resurrected and only by being born again through faith in the Lord Jesus Christ alone can they receive salvation and the gift of eternal life, thus escaping conscious eternal punishment.

Code of Christian Conduct

One Hope Canada is a community of people united by their common Christian faith. Because One Hope Canada personnel serve as highly visible role models and servant leaders within our communities, they are representatives of our shared faith in Jesus Christ in every aspect of their lives and personal ministries. We require, therefore, that One Hope Canada personnel join in a commitment to believing and living out the Christian faith, according to New Testament biblical standards, in a manner consistent with the faith they believe and represent.

Consistent with the Christian beliefs of One Hope Canada, I agree—

1. To establish spiritual disciplines needed to maintain and promote a deep, intimate relationship with God through Jesus Christ.
2. To consistently attend a local church whose beliefs are consistent with One Hope Canada’s statement of faith, when it is possible.
3. To maintain healthy relationships with family and friends. Even if a relationship is broken and resolution appears impossible, I will fulfill my obligations to the other person(s), including legal responsibilities (i.e., paying child support, alimony, and debts).
4. To express my commitment to the mission of this organization through:
 - a. honouring and serving One Hope Canada personnel and its clients with love and respect and without reservation or discrimination
 - b. recognizing the inherent value—from conception to natural death—of every person as made in the image of God, as designed and gendered according to their biological sex, and as created to do good works
5. To abstain from—and not encourage—behaviour contrary to biblical principles, including but not limited to:
 - a. the use and possession of illicit or non-prescription intoxicating drugs
 - b. the abuse of alcohol
 - c. reading or viewing pornographic materials
 - d. sexual intimacy outside of the sacred bond of marriage between one man and one woman
 - e. harassment, physical aggression, sexual assault or other abusive behaviour
 - f. criminal activity
6. To be a careful, responsible steward of the environment, including One Hope Canada property