



## **Covenant Harbor Supplemental Wage Grant Application**

### **Background**

Ask any alum, working on summer staff is a truly unique and formative experience for young adults. Camp is where summer staff are able to explore entering ministry as a vocation, gain skills for many jobs and careers, and have a strong positive impact on children. Yet, some who want to serve at camp are simply unable to commit to working on summer staff because of financial realities back home.

While camps will never be able to compete with the top-paying employment opportunities elsewhere, we may be able to help bridge enough of the wage gap to allow someone to say “yes” to working at camp. For 2022, we are offering a need-based grant to supplement wages where wages are the sole factor in the ability to join summer staff. Our hope is this program will create new pathways for people to work on summer staff.

### **What is this grant?**

- This program provides a one-time grant to supplement summer staff wages for those with financial need.
- Grants are in addition to summer staff wages, room, board and other incentives.
- Grants are awarded based on financial need and vary based on situation and available funds.
- Grants typically range from \$250 to \$1,000.

### **Who is this grant for?**

- Potential summer staff who have an essential need for supplemental income in order to work at Covenant Harbor. Without additional wages, working at camp is not possible.
- Those who may be providing financial support to family members back home.
- Those who pay most of their own bills without help from other sources.

### **Who is this grant not for?**

- Those whose financial support from parents or other sources allows them to work for standard wages at camp.
- Those who are looking for “extra” pocket money or are saving up for non-essential purchases.
- Those who are looking to match wages with other employment opportunities.

### **How are the grants awarded?**

Upon an offer for hire, summer staff applicants interested in a supplemental wage grant may submit an application to the Covenant Harbor executive director. Applications will be reviewed by the executive director, program director and development director. The applicant will be notified of the grant decision and amount within 30 days of receipt of the application.

For 2022, we have set aside funds to be distributed among all qualified applicants, or until funds are depleted. As such, funds are limited. Grant amounts will be awarded according to the situational need, position desired, career goals, and expected length of employment. For example, those who work the entire summer are eligible for more grant funding than those wishing to work only part of the summer. Those with greater financial need are eligible for more funding.

Grant awards will be issued upon successful completion of summer employment in the last payroll check.

## Covenant Harbor Supplemental Wage Grant Application

### General Information:

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

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

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

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

What church do you attend (if any): \_\_\_\_\_

Are you a member? \_\_\_\_\_

What school do you attend (if any): \_\_\_\_\_

Major : \_\_\_\_\_ Graduation year: \_\_\_\_\_

Are you under age 18? \_\_\_\_\_

Race/Ethnicity: \_\_\_\_\_

Gender: \_\_\_\_\_

### General Questions:

1. Why are you applying for this grant?
2. How does this grant affect your ability to work at camp?
3. Why is working at camp important to you?

### Tell Us About Your Financial Situation:

1. What expenses are you personally responsible for? E.g. tuition, cell phone, utilities, etc.
2. What other sources of income support did you receive over the last 12 months (if any)?
3. What school scholarships do you currently receive, or anticipate receiving in the next academic year (if any)?
4. Are you eligible for, or currently receiving financial assistance from any government programs? If so, please explain.
5. What is the minimum grant amount you need, above and beyond the summer staff wages, to justify working at camp this summer? What is the ideal grant amount you desire?
6. There are additional opportunities to increase your compensation beyond this supplemental wage grant. Are you planning to take advantage of other Covenant Harbor wage incentives, such as the recruiting bonus (\$250 per successful referral) or early application signing bonus (\$100 if application submitted by January 1st)?
7. What else would be helpful for us to know in considering your application?

Please submit completed application to Eric Anderson, Executive Director at [eranderson@covenantharbor.org](mailto:eranderson@covenantharbor.org).