



Crescent Lake Bible Camp  
2750 Bible Camp Road  
Rhineland, WI 54501



### Staff Application

Please type or print clearly.

### MISSION STATEMENT

*Crescent Lake Bible Camp's mission is to provide a Christ-centered, safe environment where God's Word is used to initiate faith and growth in Jesus Christ.*

#### I. PREAMBLE

All Staff are required to be positive role models for program participants and other staff members. Crescent Lake Bible Camp requires a high standard of conduct in every aspect of our staff's work and their personal life, both on and off camp. For this reason, all potential employees must:

1. Be willing and able to promote Crescent Lake's spirit-mind-body goals for each camper.
2. For programs with a spiritual emphasis, agree to model Jesus Christ in all of their activities.
3. Be willing to answer some very personal questions concerning their life-style and spiritual beliefs.
4. Be willing to submit to a background check and drug screening (if required).
5. Understand that references are required and will be contacted by letter or by phone.
6. Be willing to sign a contract of employment and fill out a medical form upon acceptance.

**If you find this preamble offensive, then you need proceed no further.**

Position(s) Applying For: (If more than one, please number in order of preference.)

- |  |   |  |  |
|--|---|--|--|
| <input type="checkbox"/> Counselor-In-Training         | <input type="checkbox"/> Outdoor Education        | <input type="checkbox"/> Program Staff | <input type="checkbox"/> Resident Camp Counselor |
| <input type="checkbox"/> Retreat Host                  | <input type="checkbox"/> Teambuilding Facilitator | <input type="checkbox"/> Trip Leader   | <input type="checkbox"/> Volunteer Staff         |
| <input type="checkbox"/> Other (Please explain.) _____ |   |  |  |

Dates Available For Employment: (Begin) \_\_\_\_\_ (End) \_\_\_\_\_

**(Volunteers are only required to fill out the first page of this application. You may provide additional information, if desired.)**

#### II. PERSONAL DATA

Name: \_\_\_\_\_  Male  Female  
Last First M.I.

Permanent Address: \_\_\_\_\_  
Number and Street City State Zip

Current Address: \_\_\_\_\_  
Number and Street City State Zip

Current Phone #: \_\_\_\_\_ Permanent Phone #: \_\_\_\_\_

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

Are you 18 (or over) years of age?  Yes  No Can you legally work in the U.S.A.?  Yes  No

Have you ever been convicted of a crime other than a minor traffic violation?  Yes  No

If yes, please explain: \_\_\_\_\_

In case of emergency, please notify: \_\_\_\_\_  
Name City Phone

Home Church: \_\_\_\_\_ Denomination: \_\_\_\_\_



## VI. CERTIFICATIONS OR INSTRUCTOR RATINGS

Check those you will be certified in prior to the season starting and submit a photocopy of these with application.

- |  |   |  |                                     |   |
|--|---|--|-------------------------------------|---|
| <input type="checkbox"/> AED             | <input type="checkbox"/> Archery        | <input type="checkbox"/> Boater Safety     | <input type="checkbox"/> Canoeing   | <input type="checkbox"/> Chauffeurs / CDL |
| <input type="checkbox"/> Climbing Tower  | <input type="checkbox"/> CPR            | <input type="checkbox"/> CPR Pro           | <input type="checkbox"/> EMT        | <input type="checkbox"/> First Aid        |
| <input type="checkbox"/> First Responder | <input type="checkbox"/> Head Lifeguard | <input type="checkbox"/> High Ropes        | <input type="checkbox"/> Lifeguard  | <input type="checkbox"/> Low Ropes        |
| <input type="checkbox"/> Riflery         | <input type="checkbox"/> Sailing        | <input type="checkbox"/> Swiftwater Rescue | <input type="checkbox"/> WFR / WEMT | <input type="checkbox"/> WSI              |

Other talents and abilities which could benefit camp: \_\_\_\_\_

## VII. GENERAL EMPLOYMENT QUESTIONS

Please answer the following questions on a separate sheet of paper. (Volunteers please answer Question #2 only.)

1. What is your vocational objective? (What do you want to do with your life?)
2. Why do you desire to serve at Crescent Lake Bible Camp? What would Crescent Lake gain by having you on staff?
3. Explain the importance of authority and describe how you respond to those in authority over you.
4. Describe any experiences and skill areas beneficial to camping / Christian camping.
5. Describe someone you look up to and would like to model your life after.
6. Do you have any mental or physical impairment(s) that might interfere with the performance of the job you are applying for? If any, please explain and tell us how we can accommodate your special needs.
7. Please explain your philosophy and use of alcohol, tobacco, and drugs. Do you realize we require total abstinence during the entire season, both on and off camp property?

## VII. CHRISTIAN PROGRAMMING QUESTIONS

The importance of our Christian Mission (see top of page one) requires your careful answers to the following questions. These questions are only applicable to programs with a spiritual emphasis (i.e. Summer Camp). All others please disregard this section unless instructed to do otherwise.

1. Describe your current relationship with God and the effect it has on your life.
2. Will you go to Heaven someday? Why? Please use scriptural references to support your views.
3. What do you believe the Bible teaches about the following areas: Gossip, Homosexuality, Premarital Sex and Speaking In Tongues? Please use scriptural references to support your views.
4. Summarize your past Christian camping experiences. (Include times when you were a camper and staff.)
5. Every counselor leads his\her cabin in devotions each evening. Do you feel comfortable with this?
6. Crescent Lake desires to show the love of Jesus Christ to youth and families. Do you feel you would be able to model and give His love to the campers? How?
7. Explain how you can help us accomplish our Mission Statement. (See top of first page.)
8. Crescent Lake is a busy place. With the exceptions of a few periods that are time off, all counselors are serving the youth and adults who attend our programs all week long. Can you maintain a positive Christian attitude with less than one day off per week? Where do you draw your strength from in such circumstances?

## VIII. REFERENCES

Enclosed in this application packet are four reference forms. Please fill out your information at the top of each form before distributing them. Each form should be filled out and returned directly to Crescent Lake by the person making the reference. We recommend former employers, teachers, ministers or other persons who can give an honest evaluation. **References by personal friends or relatives will not be considered.** It is important that your references be returned by those individuals filling them out as soon as possible. Your application will not be considered until all references are received. Please list the name, relationship and phone number of at least three people who can provide you with a reference.

	Name	Relationship	Phone Number
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____

## Heart - Soul - Strength

*Love the LORD your God with all your heart and with all your soul and with all your strength. (Deuteronomy 6:5 NIV)*

“This affirmation in Deuteronomy 6:5 summarizes the 613 laws identified by Jewish scholars as essential to God’s word and will. It involves the whole person: “heart” (emotions and decisions); “soul” (the essence of life itself); and “strength” (what we do as a result). This is a call to complete, unconditional commitment to the Lord...” (*Adult Online Bible Commentary—Lesson Eleven © 2005*)

Thousands of young people and families have been dynamically affected by camping experiences over the past 100 years. A Christian camping experience has the potential of changing lives, and the influence of the camp staff is what enables this to happen. The following are our heart-soul-strength goals for each camper:

<b>Heart</b>	<ol style="list-style-type: none"> <li>1. Each camper should understand that God has created the world and given us the responsibility to take care of it. Living in the outdoors for a week creates a perfect opportunity to help children grow in their appreciation, wonder and love for the beautiful world we live in. As they watch our sincere appreciation for the natural world they begin to realize more fully the greatness of our God who has so amazingly created all things.</li> <li>2. Each camper will have the opportunity to discover on their own. We are the guides and can offer the challenges, but it is ultimately up to the camper to make the choice. “Challenge By Choice” will be enforced at all times. This means that no Staff Member will force children beyond their comfort or do things to deliberately undermine their trust in Crescent Lake.</li> </ol>
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<b>Soul</b>	<p>A Crescent Lake Staff member is a part of a Christian community, sharing the love of Christ with all who come. While in attendance of spiritual-emphasis programs at Crescent Lake, each camper will be challenged to grow in such Christian character qualities as love, joy, peace, patience, kindness and self-control. As a Christian camp community, these qualities must be role-modeled by staff.</p> <ol style="list-style-type: none"> <li>1. Many campers realize the joy and satisfaction of prayer for the first time while at camp. Group silent prayer with a staff person leading out loud will be a common occurrence during cabin devotions. Hopefully, campers will become comfortable with praying out loud, but this will not be forced in any way.</li> <li>2. Each camper will understand that the Bible is a true and valuable guide to daily living. Through the use of scriptures in chapels, vespers and devotions, campers will learn that the Bible can be directly applied to their personal lives.</li> <li>3. Crescent Lake Bible Camp has the unique opportunity to receive children from every religious background, race, income level, and nationality. It is our desire as a staff to share God’s love in a non-threatening manner. We, as a staff, need to paint a true picture of what Christianity is about. In most cases, the decisions and choices children make in response to their camping experiences may not be known for several years; our job is to carefully and prayerfully plant seeds and then trust God.</li> <li>4. The simple message of the gospel, that Jesus Christ came to earth to die for us, taking the punishment for our sins so that eternal life can be had by all who believe in Him, will be shared with each camper.</li> </ol>
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<b>Strength</b>	<ol style="list-style-type: none"> <li>1. Each camper will understand more fully that their body is special and was created to be the temple of the Holy Spirit. Proper health habits, taught and shared by example, will help children grow in respect for their bodies.</li> <li>2. Campers will be challenged to try new recreational activities. It is our goal to get them involved in safe, fun sports and leisure exercises that promote positive self-esteem and encourage healthy lifestyles.</li> </ol>
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The foregoing information is correct to the best of my knowledge. I have read and understand the Mission Statement of Crescent Lake Bible Camp and I am aware and will assist the Program Staff to help meet the goals (stated above) for each camper. I am aware that Crescent Lake is a Christian organization and I agree to uphold its ideals and policies.

Applicant’s Signature \_\_\_\_\_ Date \_\_\_\_\_

Office Use Only:					
Date Received:		References Checked On:		Initials:	
Hire / No Hire:		Background Check Completed On:		Initials:	
Comments:					