



## Camp Selah

3600 Long Lake Rd  
Reading, MI 49274  
517.283.2527  
campselah@yahoo.com  
www.campselah.org

# Staff Application

*At Camp Selah, the value of every staff member cannot be overstated; they are constant role models to campers. Camp Selah has the unique opportunity of being a small, close-knit ministry. Because of this quality, it is impossible to merely blend in or assume your words and actions may go unnoticed. Something to consider: summer camp ministry is NOT a vacation, your time is rarely your own, and it will demand your all. It will be physically, mentally, relationally and emotionally exhausting—yet spiritually rewarding and fulfilling! Prayerfully and humbly seek the Lord's direction for you this summer!*

### **OUR MISSION STATEMENT**

Camp Selah is a Christian youth camp and retreat center that exalts Jesus Christ through creative programming, a safe and loving atmosphere and gracious hospitality.

### **OUR VISION STATEMENT**

God's love, through us, to others. (1 John 3:16)

### **OUR STATEMENT OF FAITH**

We believe in the verbal inspiration of the inerrant Scriptures; the Trinity; the Deity of Jesus Christ; Christ's virgin birth, substitutionary death, blood atonement, resurrection and ascension; man's lost condition in sin; new birth through faith in Christ; the imminent return of Christ, His present intercessory works; the reality of heaven and hell; and the eternal security of the believer.

### **CAMP SELAH PERSONNEL POLICIES**

Time Off: Time off of approximately one hour each day is scheduled into daily activities.

Cell phones: Cell phones may be used during daily time off **ONLY**. All landline calls are unlimited for summer staff on the camp telephone.

Visitor Policy: Staff visitors are highly discouraged during the camp week, but welcome during days off as long as permission has been granted by the Program Director.

Termination: Employment may be terminated if any of the following are true: 1. The said employee and employer agree that it would be in the best interest of the employee and/or the camp. 2. The camp period is shortened because of fire, epidemic, accident, etc. 3. The employee fails to comply with Camp Selah's guidelines. 4. The Program and Administrative Director determine that an employee must be immediately released from his duties due to gross misconduct. Employees are expected to conduct themselves at all times, both at camp and away from camp, so that they will be a credit to themselves, the camp, and most of all, to the Lord Jesus Christ. Camp Selah highly discourages staff relationships during camp. No fraternization of any kind is allowed between staff and campers. Violation will result in immediate dismissal. **Camp Selah staff members willingly hold themselves to a higher standard during the summer season, so as to keep the focus on honoring and glorifying God in all things, at all times.**

### **CAMP SELAH'S STAFF DISCIPLINE POLICY**

Though Camp Selah does not propose to take the place of a parental figure to its staff during the summer season, we do set high standards for conduct. Therefore, it is assumed that there will be tangible consequences for rules not adhered to that do not necessarily result in immediate dismissal. In the event of a staff member blatantly disregarding procedure or otherwise acting out of conduct, the following policy will be strictly enforced; 1<sup>st</sup> offense, verbal warning. 2<sup>nd</sup> offense, deduction of pay for that week by 20%. 3<sup>rd</sup> offense, dismissal.

## GENERAL INFORMATION

Name \_\_\_\_\_ Sex M or F

Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ ZIP \_\_\_\_\_ Phone (    ) \_\_\_\_\_

Drivers License # \_\_\_\_\_

Social Security # \_\_\_\_\_

Date of Birth \_\_\_\_\_ Email \_\_\_\_\_

College attending \_\_\_\_\_ Year \_\_\_\_\_

College address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

ZIP \_\_\_\_\_ When are you available to begin employment? \_\_\_\_\_

*Please attach a recent  
photo of yourself!*

Please circle your T-shirt size:                    S                    M                    L                    XL                    XXL

How would you rate yourself as a swimmer?     Non     Fair     Good

Do you have any current lifeguard, CPR or First-Aid training?     Yes     No    If yes, explain: \_\_\_\_\_

Camp Selah will provide partial funding for lifeguard/CPR/First-Aid training. Do you have any interest in receiving this certification?     Yes     No    If yes, what is your availability? \_\_\_\_\_

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## CHURCH INFORMATION

Current Home Church \_\_\_\_\_

Phone (    ) \_\_\_\_\_ Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_ Pastor \_\_\_\_\_

How long have you attended? \_\_\_\_\_

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## HEALTH & SAFETY INFORMATION

List any current infectious diseases and any physical, mental or emotional impairment that may interfere with your responsibilities as a staff member: \_\_\_\_\_

List all current medications, including dosage and frequency: \_\_\_\_\_

In case of emergency, please notify:

Name \_\_\_\_\_ Phone (    ) \_\_\_\_\_

*As required by the State of Michigan Department of Social Services, have you ever been convicted of an offense other than minor traffic violations? [circle] Y or N If yes, please provide details of conviction on a separate piece of paper including date, type & resolution.*

**PREVIOUS EMPLOYMENT INFORMATION**

Employer \_\_\_\_\_ Job Title \_\_\_\_\_

Work Performed \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Employer \_\_\_\_\_ Job Title \_\_\_\_\_

Work Performed \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Employer \_\_\_\_\_ Job Title \_\_\_\_\_

Work Performed \_\_\_\_\_ Reason for leaving \_\_\_\_\_

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**REFERENCE INFORMATION (Three completed reference forms must be mailed in separately!)**

Employer \_\_\_\_\_ Phone( ) \_\_\_\_\_

Non-family member \_\_\_\_\_ Phone( ) \_\_\_\_\_

Pastor \_\_\_\_\_ Phone( ) \_\_\_\_\_

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**MINISTRY INFORMATION**

If applicable, please list locations, descriptions & dates of previous and/or current ministry experience.

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\_\_\_\_\_  
\_\_\_\_\_

What are your three greatest weaknesses? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What are your three greatest strengths? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Please list any skills and/or talents you possess that could be a benefit to the ministry at Camp Selah.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## ESSAYS

Answer the following questions on a separate piece of paper. These questions will help us better understand who you are as a person & as a believer. Please answer them thoughtfully & truthfully.

- 1] Explain why you desire to serve as a staff member at Camp Selah this summer.
- 2] Describe your relationship with your family thus far and how you came to a saving knowledge of Jesus Christ for your own personal salvation and re-birth.
- 3] Using the Word, explain what you believe spiritual growth is and why you believe spiritual maturity is important for a staff member.
- 4] From your own personal experience, how have you grown spiritually in the last year and what are you doing now to ensure continual spiritual growth?

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## CERTIFICATION

*"I have read and fully understand all questions asked in this application. I certify that all answers given by me are accurate and complete. I understand that completion and/or execution of this application **does not** insure me a position, nor does it obligate the organization or myself in any way. I fully understand that the omission and/or misrepresentation of facts requested may be cause for immediate dismissal without prior notice. I am willing to submit to a physical examination if requested by the organization. I authorize the organization to request and obtain information concerning my previous employment, and contact the personal references listed herein. I fully authorize the Department of State Police, Central Records Division, State of Michigan, to conduct a criminal history file check by name and identifiers to determine the existence of any arrest resulting in conviction and furnish a response to the sponsoring organization and the Michigan Department of Social Services. I have read and fully agree to abide by Camp Selah's ministry focus, mission statement and statement of faith. I have read & fully agree to the stipulations set forth in the staff discipline policy & personnel policies. **If accepted for service, I agree to abide by all rules & guidelines set forth by Camp Selah. I have read, understand and agree to the above certification.**"*

Signature \_\_\_\_\_ Date \_\_\_\_\_

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1 John 3:16

Dear Reference,

\_\_\_\_\_ has recently applied for a position at Camp Selah and has given your name as a reference. We expect our staff to make a positive contribution to the moral and spiritual life of each camper they encounter. The strength of character, Christian testimony, and emotional maturity of our staff is vitally important to the success of this ministry. We would appreciate any specific comments you might make which would help us determine the ability of the applicant to fill this position. All information will be held in strict confidence. **Please complete this entire form & return it to the above address.** Your full honesty is appreciated & necessary for us to obtain the best staff.

Print your name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

1] How long have you known the applicant? \_\_\_\_\_

2] In what capacity have you known the applicant? (friend, pastor, employer, etc.) \_\_\_\_\_

3] How well do you feel that you know the applicant?  very close  rather well  just casually

4] How does the applicant respond to authority? \_\_\_\_\_

5] How does the applicant respond to correction? \_\_\_\_\_

6] How does the applicant work with others? \_\_\_\_\_

7] Does the applicant have an inclination toward exclusive, absorbing friendships and/or relationships and crushes? \_\_\_\_\_

8] If you have (or had) a child of camper age, how would you feel having your child spend six days...

	positive	comfortable	not sure	concerned
...with the applicant as their authority figure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...with the applicant as an example?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...with the applicant as a spiritual leader?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9] Do you have any doubt or question concerning the applicant's moral integrity?  Yes  No  
If yes please explain on the back of this form.

10] Knowing the applicant as you do, to what extent would you encourage us to hire him/her?

Enthusiastically  Willingly  Questionably  Not at all

Thank you so much for your help! *Please use the back of this form for any additional comments that would help us better understand the applicant.*

Mark Emmons, Program Director



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