

# RETURNING STAFF APPLICATION



Bible Camp & Retreat Center

Owned and operated by the Central Conference of Evangelical Covenant Church  
358. W. Hagerman Lake Rd, Iron River, Michigan 49935  
Phone: (906)265-2117 Fax: (906)265-5123 Email: [cpbc@fast-air.net](mailto:cpbc@fast-air.net)

Dear Summer Staff Applicant:

Thank you for your interest in Covenant Point Bible Camp for the summer of 2010. Our camp is owned by the Central Conference of the Evangelical Covenant Church. Covenant Point is in the Upper Peninsula of Michigan, 130 miles northwest of Green Bay, Wisconsin. Established in 1926, the Point is on Hagerman Lake in a beautiful, Northwoods setting. Besides residential youth camps, the Point offers a wilderness trip camping program, and a rustic camp for Junior Highers on an eight-acre island.

The dates of staff assignment at camp are **May 31 to August 15**. Some waterfront, trip, and leadership staff will need to be available earlier, and some staff will need to be available until August 19 for breaking down camp. Staff needing certification in lifeguarding will do this the week of June 14<sup>th</sup>.

Our camp witnesses to the reality of God's love and salvation through Jesus Christ. If you are excited about sharing your Christian faith, love to help kids grow, as well as work hard, then the Point may be the place for you to serve. If this appeals to you, please proceed as follows:

1. Return your finished application to Covenant Point.
2. Have **one** personal reference form filled out by someone who can describe the current state of your spiritual formation, excluding a relative or peer, mailed directly to Covenant Point.
3. Be prepared for an in-person or telephone interview.

We begin hiring qualified people January 1, as applications arrive. No one will be considered until an application is received in full, including references. If you are selected, we will call you and send an agreement form. If you are not selected, you will also be notified. If you need to hear from us in order to make a decision between two jobs, please call or e-mail and ask about your status at Covenant Point. We know that qualified applicants often have competing opportunities. Also, if you accept another position, we would appreciate being notified.

Again, thank you for pursuing ministry at Covenant Point.  
In Christ,

Rev. William Fish  
*Assistant Director, Covenant Point*  
*phone: (906) 265-2117 – e-mail: [revbill@fast-air.net](mailto:revbill@fast-air.net)*

# RETURNING STAFF APPLICATION

To apply to work at Covenant Point, you need to do three things:

- 1) Fill out the attached application form (two pages, front and back).
- 2) Write essay answers to the following questions and send with application.
- 3) Have references fill out forms and send them directly to Covenant Point.

Please keep this sheet. On the reverse side, the goals of our summer camping programs are listed.

The following questions are designed for us to get to know you as best we can. More than “right answers,” we desire honest responses that reflect where and who you are. Please number and answer the questions on a separate sheet of paper. No answer should be longer than a couple of paragraphs. Former Crew are considered first time applicants.

## ❖ RETURNING STAFF QUESTIONS

1. What has been happening in your relationship with Christ this past year?
2. How are you involved in leadership or ministry?
3. If you are applying for a different position than you had when you last worked for us, why are you interested in this particular job, and what unique gifts would you bring to it?
4. If you had to describe the three most important aspects of camp ministry to a first-time staff member what would you tell them?

## OUR EXPECTATIONS OF STAFF MEMBERS

Christian leadership is the key to our camping ministry. The commitment, attitude, example, and verbal witness of camp staff contribute, more than any other factor, to a camper’s openness and responsiveness to the Gospel. It is essential that all applicants be willing to:

1. Share their life in Christ by example and word with campers and other staff.
2. Be flexible and go beyond their job description. At various times throughout the summer, you may be called on to do anything from building program props to cleaning toilets.

Harbor/Point Ministries prohibits the use of tobacco products and/or the drinking of alcoholic beverages by Covenant Point staff members on the camp grounds or at any Camping Ministry program or event. The use of drugs shall be limited to such as prescribed by physician. The abuse of any substance or habit, or inappropriate sexual behavior may be cause for dismissal. Staff 18 years of age or older may bring a car to camp subject to restrictions.

Many things such as dating relationships, high fashion, radical fashion, and burning theological issues can be a distraction from ministry and a clear presentation of the gospel. We ask that you do a thorough inventory of how your faith in Jesus transcends your individuality.

## GOALS FOR CAMPING MINISTRIES IN THE CENTRAL CONFERENCE

*Camp Purpose: To present campers with the claims of Jesus Christ upon their lives, and to encourage them in their next step of faith.*

### ❖ GOALS FOR THE CAMPER

#### 1. **Present the Gospel**

Challenge each camper with a clear presentation of the Gospel, and provide opportunities to explore the meaning of the Gospel with his/her counselor, camp pastor and peers.

#### 2. **Opportunity for Commitment**

Provide campers with clear opportunities for decisive responses of life commitment to Christ as well as for growth and discipleship.

#### 3. **Faith Laboratory**

Provide an environment where campers may increase their knowledge of their faith and be challenged to decide what it means for their immediate behavior and attitudes in every camp activity. Staff and program will encourage and reinforce these new ideas.

#### 4. **Community**

Provide the camper the powerful learning opportunity to live in a community in which the total staff models dependence upon God, and shows honest dealings with needs, conflicts, reconciliation and mutual commitment of a true covenant community.

#### 5. **Spiritual Growth Skills**

Provide opportunities for developing skills in the use of scriptural resources, prayer, accountability and worship as resources for daily living.

#### 6. **Personal Growth**

Provide the opportunity for each camper to grow in personal responsibility and motivation through assuming increasing responsibilities for self and others as appropriate to their age and ability.

#### 7. **Unique Experience**

Provide an imaginative program offering the camper new challenges, adventure, discovery, fun and learning.

### ❖ GOALS FOR CAMP STAFF

#### 1. **Mission Mindset**

Hire staff who demonstrate a desire and ability to share their faith in Christ, who have a concern for and rapport with youth, and who desire to increase their personal skills for the achievement of the above goals.

#### 2. **Mission Training**

Provide both an intensive pre-camp training for all staff to equip them for their position and daily in-service resource to unite them in prayer and concern for campers as well as for one another.

#### 3. **Mission Community**

Develop a total staff team united in the purpose and function of their ministry.

## Returning Summer Staff Application for Covenant Point Bible Camp

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*Covenant Point Bible Camp is an equal-opportunity employer, and does not discriminate on the basis of race, color, gender, or national origin.*

❖ **Personal Data:**

Name: \_\_\_\_\_ Application Date: \_\_\_\_\_  
Last First Middle Initial

Birth date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Drivers License #: \_\_\_\_\_ Gender: ( ) Male ( ) Female  
 Social Security #: \_\_\_\_\_ T-shirt size: \_\_\_\_\_

**Present Address:**

If at school, include school name, dorm, CPO etc.

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip code: \_\_\_\_\_ Phone: \_\_\_\_\_

This mailing address can be used until: \_\_\_\_\_ E-mail address: \_\_\_\_\_ Cell: \_\_\_\_\_

**Permanent Address:**

Parent or Guardian Name: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip code: \_\_\_\_\_ Phone: \_\_\_\_\_

Church Membership: \_\_\_\_\_ Pastor: \_\_\_\_\_

❖ **Personal Information:**

Do you have any dietary restrictions? ( ) Yes ( ) No If yes, please explain: \_\_\_\_\_

• Have you ever be convicted of a felony that relates to the job for which you are applying?	( ) Yes ( ) No
• Are there charges pending against you, or have you ever been convicted of any crime related to the mistreatment, abuse, or molestation of children?	( ) Yes ( ) No
• Have you ever been convicted or a felony related to workplace violence or terminated from employment due to being involved in any act of workplace violence?	( ) Yes ( ) No

If you answered yes to any of the above questions, please explain. \_\_\_\_\_

❖ **Job Interests:** Please number desired positions 1 to 4, in order of preference, 1 being the greatest.

___ Counselor ___ Target Sports/Counselor ___ Lifeguard/Counselor ___ Program Director ___ Assistant Program Director ___ Waterfront Director * ___ Assistant Waterfront Director * ___ Arts and Crafts ___ Canteen Supervisor ___ Photographer & Web Design	___ Trips Director * ___ Assistant Trips Director * ___ Island Director * ___ Assistant Island Director ___ Work Crew Program Director ___ Grounds Crew Supervisor ___ Assistant Cook ___ Videographer ___ Worship Leader * appropriate certification required
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❖ **Education Information:**

Are you currently in school? ( ) Yes ( ) No Circle year completed by June: 

High School	1	2	3	4	5
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College	1	2	3
---------	---	---	---

Graduate	1	2	3
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Current or last school year attended: \_\_\_\_\_ City \_\_\_\_\_ State: \_\_\_\_\_

Are you a graduate? ( ) Yes ( ) No Degree earned/pursuing: \_\_\_\_\_ Field of Study: \_\_\_\_\_

Extra Curricular activities: \_\_\_\_\_

To the best of my knowledge, the above information is correct. Signature: \_\_\_\_\_

## Returning Summer Staff Application for Covenant Point Bible Camp (continued)

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### ❖ Previous Employment:

1. Company Name: \_\_\_\_\_ Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_ Phone: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Work Performed: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_  
Dates employed from: \_\_\_\_\_ to \_\_\_\_\_
2. Company Name: \_\_\_\_\_ Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_ Phone: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Work Performed: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_  
Dates employed from: \_\_\_\_\_ to \_\_\_\_\_
3. Company Name: \_\_\_\_\_ Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_ Phone: \_\_\_\_\_  
Job Title: \_\_\_\_\_ Work Performed: \_\_\_\_\_ Reason for leaving: \_\_\_\_\_  
Dates employed from: \_\_\_\_\_ to \_\_\_\_\_

Please explain reasons for any gaps in employment: \_\_\_\_\_  
\_\_\_\_\_

### ❖ Reference Information:

Please arrange to have a written reference sent directly to camp, from a pastor, teacher or co-worker, excluding relatives or peers. Reference form is attached to this application. Applicant must complete the box on the reference form and sign it before sending it to the person who will be writing the reference. Returning staff, excluding crew, need only one reference; however it must be from someone who has not written one for you in the past.

1. Reference Name: \_\_\_\_\_ Daytime Phone: \_\_\_\_\_

### ❖ Camp Experience:

Have you ever been a camper?  Yes  No If yes, what camp(s)? \_\_\_\_\_  
Have you ever worked at a camp?  Yes, Covenant Point I worked the following years: \_\_\_\_\_  
 Yes, another camp if yes, fill out lines below.

Camp Name: \_\_\_\_\_ Your Position: \_\_\_\_\_  
Employed from: \_\_\_\_\_ to \_\_\_\_\_ Supervisor: \_\_\_\_\_ Phone: \_\_\_\_\_

### ❖ Camp Certifications: Please note expiration dates, and certifying organization if not American Red Cross.

Waterfront	Medical
Lifeguard*: _____	CPR***: _____
Small Craft: _____	CPR Pro Rescue*: _____
Water Skiing: _____	First Aid: _____
WSI (water safety instructor): _____	Responding To Emergencies: _____
<b>Other</b> (ropes, boats, target sports, etc...) _____	Wilderness Fire Responder: _____
	Nursing: RN _____ GN _____ LPN _____
	EMT (emergency medical technician): _____

\*Waterfront staff must complete Lifeguarding and CPR Pro Rescue certification before 6/19/09.

\*\*CPR is required of all program staff, call Covenant Point if you need assistance attaining CPR.

To the best of my knowledge, the above information is correct. Signature: \_\_\_\_\_

## Returning Summer Staff Application for Covenant Point Bible Camp (continued)

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❖ **Camp Skills: Rate the following by: 1 = no experience; 2 = some experience; 3 = skilled; 4 = can teach**

<u>Spiritual Life</u>		<u>Sports</u>		<u>Nature</u>	
Sharing Testimony	1...2...3...4	Archery	1...2...3...4	Astronomy	1...2...3...4
Planning Worship	1...2...3...4	Basketball	1...2...3...4	Animal Life	1...2...3...4
Leading Worship	1...2...3...4	Soccer	1...2...3...4	Botany	1...2...3...4
Group Bible Study	1...2...3...4	Softball	1...2...3...4	Geology	1...2...3...4
Leading Devotions	1...2...3...4	Volleyball	1...2...3...4	Pond Life	1...2...3...4
Praying in a Group	1...2...3...4	BB Riflery	1...2...3...4	Tracking	1...2...3...4
Other: _____	1...2...3...4	.22 Riflery	1...2...3...4	Other: _____	1...2...3...4
		Other: _____			
<u>Trips Camping</u>		<u>Music</u>		<u>Group Activities</u>	
Backpacking	1...2...3...4	Leading Singing	1...2...3...4	High Ropes	1...2...3...4
Cooking	1...2...3...4	Lead Guitar	1...2...3...4	Low Ropes	1...2...3...4
Fishing	1...2...3...4	Second Guitar	1...2...3...4	Drama	1...2...3...4
Hiking	1...2...3...4	Piano	1...2...3...4	Puppetry	1...2...3...4
Orienteering	1...2...3...4	Solo Instrument	1...2...3...4	Dance _____	1...2...3...4
Rock Climbing	1...2...3...4	_____		Other: _____	1...2...3...4
Survival Camping	1...2...3...4	Other: _____	1...2...3...4		
Tenting	1...2...3...4				
Other: _____	1...2...3...4				
<u>Miscellaneous</u>		<u>Arts &amp; Crafts</u>		<u>Waterfront</u>	
Photography	1...2...3...4	Drawing	1...2...3...4	Driving Power	1...2...3...4
Videography	1...2...3...4	Painting	1...2...3...4	Sailing Sunfish	1...2...3...4
Web Design	1...2...3...4	Woodworking	1...2...3...4	Sailing Large Boats	1...2...3...4
Other: _____	1...2...3...4	Nature Crafts	1...2...3...4	Wind Surfing	1...2...3...4
		Ceramics	1...2...3...4	Water Skiing	1...2...3...4
		Leather Work	1...2...3...4	Wake Boarding	1...2...3...4
		Other: _____	1...2...3...4	Swimming	1...2...3...4
				Crew Rowing	1...2...3...4
				Other: _____	1...2...3...4

To the best of my knowledge, the above information is correct. Signature: \_\_\_\_\_

❖ **Applicants Agreement with Covenant Point Bible Camp:** *Please read this agreement carefully. Your signature indicates assent to these conditions.*

<p>The information given on this application is true and complete to the best of my knowledge. I understand that false or misleading information given in my application will be sufficient cause for rejection of this application and if I am employed, my employment may be terminated at any time. I understand that my application will be kept confidential by the camp administration. I accept that the information received about me by my references is not mine to see. I understand that investigation of all statements and references contained in this application may be necessary in arriving at an employment decision. I authorize Covenant Point to do a background check using Screen Now or similar resource. I understand that Covenant Point is an 'at will' employer,</p>	<p>therefore employment can be terminated at will by the camp or myself with or without cause. I understand that no representative of Covenant Point has the authority to make any assurances to the contrary. If I am employed by Covenant Point, I agree to read and comply with the rules, regulations, and policies of the camp and Central Conference Camping, including standards of ethics, conduct, and dress. Further, I will accept my proper responsibility as a member of the camp community. I understand that any photographs or recordings taken of me during the summer may be used in camp promotional materials.</p>
Signature of applicant: _____	
Printed Name: _____ Date: _____	

## Summer Staff Applicant Personal Reference for Covenant Point Bible Camp

358 W. Hagerman Lake Rd.

Iron River, MI 49935

Phone: (906)265-2117 Fax: (906)265-5123

www.cpbcc.com | cpbc@cpbc.com

*Please return this reference to Bill Fish at*

*Covenant Point Bible Camp.*

The person named below has applied for work at a camp operated by the Central Conference of the Evangelical Covenant Church and has given your name as a reference. We appreciate your help in evaluating the applicant. The information written here will be kept confidential and will not be shown to the applicant. A representative from the camp may call you to confirm the reference. Do not complete this form until the applicant has signed the box below.

APPLICANT: Please complete the information in this box before giving this form to the individual from whom you are requesting a reference.

Name of Applicant: \_\_\_\_\_

Position(s) applied for: \_\_\_\_\_

I release Covenant Point Bible Camp, and the individual completing this reference form from any legal liability that may be derived from its contents.

Applicant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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

2. What is your relationship to the applicant? \_\_\_\_\_

3. Please rate the applicant in the following areas, relative to other people his or her age. Please skip the qualities if you don't know enough information to rate the applicant.

➤ **Work Habits**

Self Starter 1 2 3 4 5 6 7 8 9 10 Procrastinates

Industrious 1 2 3 4 5 6 7 8 9 10 Lazy

Independent Thinker 1 2 3 4 5 6 7 8 9 10 Needs Instruction

➤ **Leadership Ability/Style**

Natural 1 2 3 4 5 6 7 8 9 10 Not a leader

Takes Charge 1 2 3 4 5 6 7 8 9 10 Usually follows

Aggressive 1 2 3 4 5 6 7 8 9 10 Passive

➤ **Social Interaction with adults or peers**

Sought out by others 1 2 3 4 5 6 7 8 9 10 Avoided by others

Talkative 1 2 3 4 5 6 7 8 9 10 Quiet

Socially awkward 1 2 3 4 5 6 7 8 9 10 Socially adept

Inconsiderate 1 2 3 4 5 6 7 8 9 10 Respectful

Brings unity 1 2 3 4 5 6 7 8 9 10 Divisive

➤ **Personality**

Cold 1 2 3 4 5 6 7 8 9 10 Warm

Extrovert 1 2 3 4 5 6 7 8 9 10 Introvert

Fun Loving 1 2 3 4 5 6 7 8 9 10 Serious

Continued.....

**Reference Continued.....**

4. Please rate the applicant in the following areas, comparing the applicant to other people his or her age. Please skip the qualities if you don't know enough information to rate the applicant.

Flexibility <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Judgment <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Dependability <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Rapport with youth <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor
Integrity <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Decision Making <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Health/Stamina <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Team Participation <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor
Humility <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Cooperation <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	First Impression <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Creative <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor
Servant Heart <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Spiritual Maturity <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Christian Values <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor	Rebelliousness <input type="checkbox"/> Never Apparent <input type="checkbox"/> Rarely Apparent <input type="checkbox"/> Sometimes Apparent <input type="checkbox"/> Often Apparent
Argumentativeness <input type="checkbox"/> Never Apparent <input type="checkbox"/> Rarely Apparent <input type="checkbox"/> Sometimes Apparent <input type="checkbox"/> Often Apparent	Rudeness <input type="checkbox"/> Never Apparent <input type="checkbox"/> Rarely Apparent <input type="checkbox"/> Sometimes Apparent <input type="checkbox"/> Often Apparent	Critical Attitude <input type="checkbox"/> Never Apparent <input type="checkbox"/> Rarely Apparent <input type="checkbox"/> Sometimes Apparent <input type="checkbox"/> Often Apparent	Anxiety <input type="checkbox"/> Never Apparent <input type="checkbox"/> Rarely Apparent <input type="checkbox"/> Sometimes Apparent <input type="checkbox"/> Often Apparent

5. Who would benefit more from the applicant's time at Covenant Point, the applicant or campers? Why?

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6. Would you recommend we hire this person? ( ) Yes, Highly ( ) Yes, with reservation ( ) No

7. Is there anything you would prefer to discuss over the phone? ( ) Yes ( ) No

- Please assess the person's readiness, stamina, and ability to work with children and peers in an intense Christian camping experience. What are the personal qualities and attitudes that would help or hinder the applicant's performance?

- Do you have any reason to believe the applicant is not fit to work in close contact or individual supervision of children?  
( ) Yes ( ) No

Your printed name: \_\_\_\_\_ Daytime Phone: \_\_\_\_\_  
 Signature: \_\_\_\_\_ Date: \_\_\_\_\_ Evening Phone: \_\_\_\_\_  
 Email: \_\_\_\_\_