

# Covenant Point Bible Camp

358 W. Hagerman Lake Rd Iron River, MI 49935

Phone 906.265.2117 Fax 906.265.5123

Email [cpbc@cpbc.com](mailto:cpbc@cpbc.com)



November 2014

Dear High School Work Crew Applicant,

Thank you for your interest in a work crew position at Covenant Point Bible Camp for the summer of 2015. Our mission at CPBC is to present campers with the claims of Jesus Christ, and encourage them in their next step of faith. Our volunteer work crews provide vital support to that mission by carrying out the grounds and kitchen operations, as well as assisting summer staff with ministry to our campers. If you have a heart for ministry, are hard working, and have a mature attitude, we invite you apply to be a part of the work crew this summer.

Work crew is essentially a volunteer position with food and housing provided. **Please be sure to check your schedules: work crew members are required to be at camp for the entire session they select.** You may apply for any and all sessions if you wish. Acceptance will be on a space-available basis. If you wish to apply, please proceed:

1. Return your **application and essays**, completed in full.
2. Have **two** personal references sent directly to camp (Pastor, youth pastor, a teacher, youth leader, or other non-relative or non-peer).
3. Be prepared for an in-person or telephone **interview** sometime this winter or spring.

## Summer 2015 Sessions:

Session 1	June 7 - July 4	Kitchen or Grounds	4 week session
Session 2	July 5 - July 18	Kitchen or Grounds	2 week session
Session 3	July 19 - August 8	Kitchen or Grounds	3 week session

We prefer applicants to be 16 years old or older. However, during a summer such as this in which our denomination's triennial high school gathering (CHIC 2015) takes place, we often welcome younger applicants for crew during the two-week crew session (Session 2: July 5 – July 18).

We look forward to receiving your application. We will begin making assignments as early as January 1, 2015. No application will be considered until it is complete, including references. Individuals may apply and work for multiple sessions during the summer. Thank you for pursuing ministry at Covenant Point!

In Christ,

Rev. Erik Strom  
Executive Director

# Covenant Point Bible Camp

## Summer Mission and Ministry Goals



*Camp Mission: To present campers with the claims of Jesus Christ, 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.

*Please keep this page as you prepare for the summer.*

# Covenant Point Bible Camp

## Summer Work Crew Lifestyle Covenant

(Updated 11/21/2014)



The ministry of Covenant Point is reliant upon the quality of the staff and volunteers who carry the gospel message, model healthy Christian living, create a community where campers and guests thrive, and deliver outstanding programs. We highly value our staff. We recognize the unique role and responsibilities of staff, both full-time and summer staff, as the key agents for ministry effectiveness.

The journey of discipleship, particularly for young adult staff, is a dynamic, developing adventure. While we desire that our staff demonstrate maturity in all areas of personal life and character, we also recognize that young adults are still being formed spiritually, emotionally, intellectually and socially. This ongoing formation best occurs in a healthy, accountable environment – the kind of environment provided by Christian community.

We look to the example of the apostle Paul and his young disciple, Timothy, who although young, was yet deemed capable by his mentor. “Don’t let anyone look down on you because you are young,” Paul writes to Timothy, “but set an example for the believers in speech, in conduct, in love, in faith and in purity.” (I Tim. 4:12). This is the model we seek for all our staff.

In this spirit, we ask staff and volunteers to agree to the following lifestyle covenant, which addresses express behaviors expected from staff who engage our campers and guests, and focuses on actions emanating from a heart of faith in Christ, so staff set an example in speech, in life, in love, in faith and in purity. Applicants who cannot in good conscience agree to the lifestyle covenant are welcome to continue in conversation with camp leaders, or to seek employment elsewhere.

- **CPBC staff members and volunteers willingly submit to the mission of the camp.**
  - I understand that personal matters (such as dating relationships, sexuality, fashion, theological convictions, political leanings, etc.) have the potential to distract from the ministry and a clear presentation of the Gospel.
  - I have done a thorough inventory of how my faith in Jesus transcends my own individuality, and I will serve alongside fellow staff members with integrity to that reality.
  - I am committed to being flexible and ready to serve the community’s needs beyond my particular job description when necessary.
- **CPBC staff members and volunteers seek to live in ways that align with biblical teaching in all areas of personal and community life.**
  - I am committed to practicing personal disciplines (prayer, accountability, devotional reading, worship, etc.) that nurture my own walk with Christ, sharing Christ through both my actions and my words.
  - I am committed to healthy interpersonal relationships that reflect Christ’s teachings:

- I will not practice or tolerate gossip, slander, malicious humor, offensive or profane language, bullying or divisive behavior.
- I will seek to see Christ in each person, respecting his or her individuality, experience, perspective, gifts and background.
- I will speak the truth in love, communicate clearly, believe the best about one another, and allow room for mistakes.
- I will not practice or tolerate any form racism, sexism, cultural insensitivity, hazing, abuse or harassment.
- I am committed to self-discipline:
  - I will not use alcohol or tobacco products on or off Covenant Point property.
  - I understand that the use or abuse of alcohol or any illegal substance may be cause for dismissal.
  - I understand that possession or use of pornography in all forms is prohibited.
  - In matters of sexual behavior, I will abide by the expectations of the Evangelical Covenant Church with regard to its position on human sexuality: practicing and teaching fidelity in heterosexual marriage and celibacy in singleness.
  - I understand that the way I present myself in social media matters – both for my own relationships as well as for the ministry of Covenant Point – and I will therefore present myself in a manner befitting of Covenant Point’s Christian mission in all online media.

**As a member of the Covenant Point volunteer work crew, I understand my unique role and responsibility in modeling a life of discipleship to Jesus Christ for campers and guests. As an indication of my understanding and willingness to honor Christ and the camp’s mission above all, I agree to abide by this Summer Work Crew Lifestyle Covenant and am willing to be supportive of the expectations of the Evangelical Covenant Church as long as I am employed by the camp.**

Questions, concerns or comments are welcome - and may be directed to Erik Strom, Executive Director:

Covenant Point Bible Camp - 358 W. Hagerman Lake Road - Iron River, MI 49935  
906.265.2117 - erik@cpbc.com

*Please keep this page as you prepare for the summer.*

# Summer Work Crew Application



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

# Covenant Point Bible Camp

## Summer Work Crew Application (continued)



### **Certifications:**

Please note expiration dates and certifying organization if not American Red Cross.

Lifeguarding/First-Aid/CPR/AED: _____ First-Aid: _____ Wilderness & Remote First Aid: _____ **CPR/AED: _____ CPR: _____ Nursing: RN _____ Student _____ EMT (Emergency Medical Technician): _____	Red Cross Instructor: _____ Babysitting: _____ Advanced Child Care Training: _____ Other (ropes, boats, archery, etc.): _____ _____ _____
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\*\*CPR/AED is required for all summer staff. Call Covenant Point if you need assistance attaining CPR certification.

### **Volunteer Experience:**

List most recent volunteer positions first. On the second line explain responsibilities and skills required for the position.

Organization	Position	Dates	Supervisor	Phone
1. _____	_____	_____	_____	_____
2. _____	_____	_____	_____	_____
3. _____	_____	_____	_____	_____

### **Employment Record:**

List most recent employment first. On the second line explain responsibilities and skills required for the position.

Employer	Position	Dates	City / State	Phone
1. _____	_____	_____	_____	_____
2. _____	_____	_____	_____	_____
3. _____	_____	_____	_____	_____

# Covenant Point Bible Camp

## Summer Work Crew Application (continued)



### **Session Selection:**

Please rank any applicable preferences (1 to 3, etc.)

<b>First Session:</b>	June 8 – July 5	Kitchen _____	Grounds _____
<b>Second Session:</b>	July 5 – July 18	Kitchen _____	Grounds _____
<b>Third Session:</b>	July 19- August 8	Kitchen _____	Grounds _____

### **Camp Experience:**

Have you ever been a camper at Covenant Point or Covenant Harbor? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, which camp(s) & ages? \_\_\_\_\_

### **Applicant 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 accepted to the work crew, my volunteer status may be terminated at any time.</p> <p>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.</p> <p>I understand that investigation of all statements and references contained in this application may be necessary in arriving at a decision. I authorize Covenant Point to do a background check using Screen Now or similar resource.</p>	<p>If I am accepted for this volunteer position by Covenant Point, I agree to read and comply with the rules, regulations, and policies of the camp and Harbor Point Ministries, including standards of ethics, conduct, and dress. Further, I will accept my proper responsibility as a member of the camp community.</p> <p>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: _____	

### **Application Essay Questions:**

The following questions are designed for us to get to know you. More than “right answers,” we desire honest responses that reflect where and who you are. Please number and answer the questions in a separate typed document. No answer should be longer than two paragraphs.

1. How would you describe your relationship with Jesus Christ?
2. Why do you want to serve on the Work Crew at Covenant Point this summer?
3. What do you think being a servant means in a camp setting?
4. List any skills, experiences, or interests that you feel would contribute to our ministry.

# Covenant Point Bible Camp

## Summer Work Crew Applicant Personal Reference Form



**APPLICANT: Please complete the top portion of this form.**

Applicant's Name: \_\_\_\_\_  
Last First Middle Initial

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

By signing, I waive the right to review this form and agree to its complete confidentiality. 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: \_\_\_\_\_

**REFERENCE: Please complete the remaining portion of this form.**

The person named below has applied to volunteer on a kitchen or grounds work crew at a camp operated by the Central Conference of the Evangelical Covenant Church, and has given your name as a reference. We appreciate your honest feedback in evaluating the applicant. The information written here will remain confidential. A representative from the camp may call you to confirm the reference. Please do not complete this form unless the applicant has completed the above portion.

Reference Name: \_\_\_\_\_  
Last First Middle Initial

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

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

Work crew positions are volunteer and **primarily service in nature**. How would you rank the applicant's enthusiasm, work habits, and ability to get along with peers and supervisors?

Please assess the person's readiness and ability to work around children and peers in an intensive 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 (If yes, please explain on the reverse side)

Would you recommend we hire this person? \_\_\_\_\_ Yes, HIGHLY \_\_\_\_\_ Yes, with reservation \_\_\_\_\_ No

Reference Name: \_\_\_\_\_  
Last First Middle Initial

Daytime Phone: \_\_\_\_\_ Daytime Phone: \_\_\_\_\_ Email: \_\_\_\_\_

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

**Thank you! Please return this reference directly to:**  
Covenant Point Bible Camp (Attention: Betsy Stegbauer)  
358 W. Hagerman Lake Rd Iron River, MI 49935  
Phone: 906.265.2117 Fax: 906.265.5123 Email: cpbc@cpbc.com

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