

Dear Prospective Partner in Ministry:

Thank you for your interest in serving at Lake Beauty Bible Camp for the summer of 2010. God has amazing things in store for our staff, campers, and guests this summer, and you might just get to be a part of that. Lake Beauty is all about:
“Proclaiming Jesus and reflecting His love.”

That’s more than flowery language, it’s the lens through which we view everything we do and don’t do. Spending a summer as an LBBC staffer is a great privilege and a huge responsibility. Nearly fifty years of top notch people have come before us, and it is our job to continue to provide the best and most life changing experience possible for everyone in and around camp. This application is the first step in the process of writing yourself into the wonderful story of Lake Beauty.

We are looking for the best; highly motivated Disciples of Christ with a hunger to share with others and a willingness to invest all of themselves. A summer at camp will be the toughest and most demanding job you might ever have, but it can also be one of the most rewarding things you’ll ever do. If that sounds like your cup of tea, here’s what else you need to know. An exceptional Summer Staffer (the only kind we’re looking for) will:

- a. Possess a living and growing personal relationship with Christ and actively nurture that relationship while at camp.
- b. Share your life and faith in Christ by example and by word with campers and staff in every aspect of camp life.
- c. Consider and attend to the needs of others before your own needs and desires.
- d. Do everything within your power to nurture a healthy Christian community within the staff.
- e. Fulfill your specific responsibilities with excellence and integrity and gladly help out wherever else there is need.

It sounds like a lot, because it is. It sounds pretty tough, because it is, but great privilege and responsibility rarely come without cost. And believe me; the cost is absolutely worth it.

Here are the steps to applying for a summer staff position:

1. Pray for God’s guidance in applying, what to apply for (review the job description page), and for the ministry of LBBC in general
2. Complete and return the application as soon as possible.
3. Send out your reference forms, including the fax cover sheet for them to return it to camp. Your references should include a spiritual reference, an employer reference, and a character reference.
4. Follow up with camp and all your references one week later to make sure all forms have come in and are in order.
5. Interviews will be conducted primarily by the Program Director either in person or over the phone. Students at North Park (Feb. 3), Northwestern-MN (Feb. 9), Crown (Feb. 10), and Bethel (Feb. 16) can call to schedule interviews for the campus visit days specified.
6. Hiring decisions will be made as soon as possible once all forms are in and interviews completed. Applicants will be notified either way regarding their summer employment.

Thanks again for your interest in serving at Lake Beauty Bible Camp. May God bless you abundantly in whatever path you follow for your summer and beyond.

Living To Serve,

Jeromy “JJ” Johnson

Program Director
Lake Beauty Bible Camp
jj@lbbc.com
1-800-732-1990



Office Use Only:	
Application Received:	
References Received:	1 2 3
Accepted On:	By:
Position Received:	
Acceptance Packet Sent:	
Agreement:	<input type="checkbox"/> Background Check:
Direct Deposit:	<input type="checkbox"/> W-4:
	<input type="checkbox"/> I-9:
	Health Form:

25766 Hummingbird Trail, Long Prairie, MN 56347
 Phone: 320.732.3218 Fax: 320.732.6826

2010 Summer Staff Application

Expectations of Applicants

A summer staff member is first *called* into this important ministry as a servant of Jesus Christ. All staff members also represent Lake Beauty Covenant Bible Camp and its member churches and are responsible to create an environment where ministry may happen. This is both a privilege as well as a great responsibility. As representatives of Lake Beauty and its member churches there are some personal expectations for our summer staff:

Personal Conduct-Smoking, use of tobacco, alcoholic beverages, and illegal drugs are not permitted. Use of any of these items will be cause for dismissal.

Appearance-Lake Beauty's policy is no visible body piercing while guests are on the grounds unless they are common ear piercing for women. Piercing(s) may be worn during off times or times guests are not on the grounds such as staff training; studs may be used at night to keep holes open. If you have any questions or concern about your piercing(s) give us a call or email. Hair must be kept clean and groomed, utilizing a style which falls within the parameters of professionalism.

Staff members are carefully selected. We are seeking individuals who are highly motivated and highly committed to their calling, serving God in this intense summer of ministry.

It is essential that you:

1. Be committed to sharing your life in Christ by example and by words with campers and staff in every aspect of camp life!
2. Enter into your job responsibilities and staff relationships with a positive and supportive attitude
3. Put others interests ahead of your own personal desires.

Personal Information (Type or print)

Name: _____ Male Female
 (First) (Mid. Initial) (Last)

Social Security Number: _____ Citizen of USA: Yes No

Permanent Address: _____ Phone: _____
 (Street) (City) (State) (Zip)

Current Address: _____ Phone: _____
 (Street) (City) (State) (Zip)

Birth Date: ___/___/___ Age on June First: _____
 (mm) (dd) (yyyy)

Marital Status: Single Married Engaged Divorced Separated

Parent/Guardian: _____

Phone/Day: _____ Phone/Night: _____

Home Church: _____ City: _____ Phone: _____

Major/College: _____ Year in School: _____

E-mail: Do you have Facebook: Yes No

Required Information

Have you ever been convicted of a crime? Yes No If yes, please explain the nature of the crime, and how old you were at the time of conviction: _____

Have you ever been involved in any incident of child abuse (sexual or otherwise) or any other moral impropriety in the past five years that has been fully and satisfactorily resolved and is no longer a problem? Yes No

If yes, please explain: _____

Are you chemically dependent? Yes No If yes please explain: _____

Do you smoke or chew tobacco? Yes No

Do you drink alcoholic beverages? Yes No

Employment History: List most recent employer first. Lake Beauty may contact them for a reference.

Employer/Position	Address	Phone	Dates Employed	Reason for Leaving
1.				
2.				
3.				

Camping History

Have you ever been a camper? Yes No If yes, list camp name and location and when you were there.

Camp Name _____ City _____ State _____ Session(s) _____

Have you ever been a member of a camp staff other than Lake Beauty? Yes No If yes, fill out below. Lake Beauty may contact them as a reference. Did you fulfill your contract? Yes No

Camp Name _____ Year _____ Phone _____

Address _____

Street _____ City _____ State _____ Zip _____

Position/duties _____ Supervisor _____

References

Please provide the names, phone numbers, and email addresses for the following individuals having good knowledge of your character, experience and ability. If you have previous camping experience (outside of Lake Beauty), at least one reference needs to be from that camp. 1. Spiritual Reference (Pastor or someone that knows your spiritual life well.) 2. Previous Employer 3. Character Reference (Friend not a relative.)

Provide the enclosed reference forms and a stamped envelop for these individuals to complete and return the forms. **You are responsible for contacting your references and giving them the form before we call them.** Completed forms should be sent directly to LBBC with **Attention: Summer Staff** on them. By listing the people's names below, the applicant gives up the right to see any received information and releases the person listed, including their company and Lake Beauty, from any liability.

Name	Phone	Email Address

Which position are you interested in?!

Please list a 1st 2nd and 3rd preference based on your interests, experience, and giftings.

Audio/Visual	Dish Crew	Housekeeping Crew	Kitchen Crew
Worship Leader	Cabin Leader	Challenge Course Facilitator	Paintball/Outcamp Leader
Wrangler	Waterfront Director	Lifeguard	Art Studio Leader
Camp Nurse	Activities Director	Maintenance Crew	

1st Choice _____ 2nd Choice _____ 3rd Choice _____

Availability

The dates you are available are very important! Days you might need off will not eliminate you, but priority will be given to applicants available for the full term of employment. You will be asked about any days needed off during your interview. Your contract will be June 1-Aug14. You will have opportunities for additional paid work days. (Example; Memorial Day Family Camp in the spring and various rental groups and retreats in the fall. Please list any conflicts with these dates.

Personal Evaluation

Your answers help us get to know you better. Number and answer the following questions on a separate sheet of paper.

1. Tell us a little bit about yourself. (ie. Hobbies, interest, activities.)
2. Write out your personal testimony. Include the following elements.
 - a. Some information about your family background.
 - b. Scripture references which were significant to you becoming a Christian.
 - c. When and how you started your relationship with God.
 - d. Share what God has been doing in your life over the past year. Have you grown spiritually? What has God taught you? What has been difficult?
3. How would you answer the following questions from a ten year old.
 - a. What is a Christian, and how do I become one? (Explain salvation, or the gospel message.)
 - b. How can I grow in my faith?
 - c. What does it mean to live a "Christian life?"
4. Read the expectations listed on page one of the application. Which expectation(s) listed will be most challenging for you, and why?
5. Why did you choose to apply for the positions you listed on the previous page?
6. What are your personal goals in serving at Lake Beauty Bible Camp? Please explain your goals.
7. Please explain what you honestly believe the Bible teaches about the following areas, and, where applicable, what you actually practice. Please back up with scripture:
 - a. Sexuality (Premarital sex, homosexuality, adultery)
 - b. Entertainment (movies, music, etc)
 - c. Tobacco, drug and alcohol use
 - d. Abortion
8. How have you spent your last two summers, and how has that impacted you?
9. What leadership positions have you held, or do you currently hold (ministry or otherwise)? What are your responsibilities?

Applicant's Agreement with Lake Beauty Covenant Bible Camp

If I am accepted for a summer staff position, I will abide by the policies of the camp and the principles of ethics, conduct and dress, asked of me, and will accept my proper responsibility as a member of the Lake Beauty Covenant Bible Camp community.

I realize that any photographs, videos or recordings taken of me during the summer may be used in promotional materials and I must represent LBBC in a positive and appropriate manner with any pictures or comments that I may post online (My Space, Facebook, Xanga, Blogs, etc.) before, during, and after the summer or I will be asked to remove inappropriate comments and/or pictures.

I also authorize investigation of all statements herein and release the camp and all others from liability in connection with the same. I understand that, if employed, I will be an at-will employee and that any agreement to the contrary must be in writing and signed by the director of the camp. I also understand that untrue, misleading, or omitted information herein may result in dismissal, regardless of the time of discovery, by the camp.

Applicant's signature _____ Date signed _____

All statements become part of any future employee's personnel files. Although not mandatory for consideration for employment, we would appreciate it if you would supply a recent photograph of yourself.

General Info

Medical Care-The camp provides worker's comp insurance.

Linens-Staff members must provide their own bedding (twin), towels, etc. Laundry facilities are available for staff use at no cost.

Dismissal-The camp reserves the right to dismiss an employee for incompetence, misconduct, or failure to comply with camp policies.



Note: "Affirmative Action" legislation gives you the right, if you should so choose, to omit certain categories in this application, ie.: date of birth, sex, marital status, physical limitations, or photograph. All significantly help in placement for success but cannot be required.

Lake Beauty Bible Camp 2010 Summer Staff Job Descriptions

POSITION	QUALIFICATIONS	RESPONSIBILITIES
Cabin Leader (6 Female, 4 Male)	1 year removed from high school graduation, deep love of kids, patient, ability to communicate and follow-up.	This is our most important position. Serve as primary caregiver for a cabin of campers. Be responsible for safety, cleanliness, and program participation. Lead devotions daily.
Activities Director (1)	High energy, organizational skills, knowledge of group games	Lead games, maintain equipment, incorporate theme, and seek new activity ideas and options
Paintball/Outcamp Leader (1)	Experience in camping and paintball play and maintenance	Lead Paintball play and maintain equipment. Lead outcamp program including wilderness skills and devotional leadership
Audio Visual Director (1)	Knowledge and experience working with audio and video production. Understanding of still and video composition. Experience editing video and ability to meet deadlines	Responsible for taking pictures and video to capture the highlights of the week for campers. Edit it together on a PC with Adobe to create DVDs for camper to take home each session. Work with the Worship Director for sound and powerpoint.
Challenge Course Facilitator (2)	Experience and/or training in challenge courses, group initiatives and dynamics, excellent communicator, safety conscious	Supervise and maintain high and low ropes courses, climbing tower, and all equipment for youth and family camp groups. Training provided.
Art Studio Leader (1)	Interest in and knowledge of a variety of craft and art projects	Create an environment of creative expression through crafts, incorporate theme, and broaden camp art options
Dish Crew (2)	Excellent work ethic, team player.	Assist Food Service Director and kitchen staff, wash dishes and help with other various cleaning from breakfast through supper. Will assist in evening program activities.
Housekeeping Crew (2)	Excellent work ethic, team player.	Clean bathrooms and other buildings, assist in program areas as available. Attention to detail and high standards of work.
Maintenance Crew (2)	Excellent work ethic, team player.	Assist Properties Director in maintaining camp's facilities. Mowing, cleaning, and basic repair projects included.
Kitchen Crew (2)	Excellent work ethic, team player. Interest in cooking is a definite plus.	Assist Food Service Director in preparation, serving, and clean up of all meals served at camp from breakfast through supper. Assist in evening program areas.
Lifeguard (3)	Current Red Cross certification, experience guarding	Assist WFD in all areas of waterfront program, including guarding, cleaning, and safety
Nurse (1)	Certified RN, caring, patient, discerning, excellent attention to detail, and able to multi-task	Responsible for physical well-being of all campers. Will collect and then distribute medications as prescribed, and tend to injuries and illnesses.
Waterfront Director (1)	Current Red Cross certification, experience supervising and guarding	Supervise waterfront programs, staff, and equipment. Maintain safe, clean, and professional environment
Worship Leader (1)	Experienced worship/band leader, solid musician, excellent communicator. Able to apply creativity to worship experiences.	Plan and lead two chapel services daily. Train and develop staff worship team members, work with AV Dir. to maintain safe, clean, and functioning chapel and AV equipment.
Wrangler (2)	Experience with horses, safety conscious, desire to work with kids outside	Facilitate horse program with 13 horses under supervision of the executive director. Feed, water, groom, and lead trail rides weekly.

Lake Beauty Bible Camp 2010 Summer Staff Reference

Applicant's Name _____ Position applied for _____

Reference's Name _____ Reference's phone number (_____) _____ - _____
 Please contact me in the: Morning Afternoon Evening

Type of Reference (please circle): Spiritual Employer Character

The above named person has applied to serve as a summer staff member at Lake Beauty Bible Camp. Summer staff responsibilities include willingness to work hard, serve our guests and work well with a group of peers. We are looking for mature Christian applicants. Your honest appraisal will assist us in evaluating the applicant's qualifications and abilities for this job. We will hold this information in strict confidence and will be calling you to follow up.

1. How long have you known the applicant and in what capacity? _____

2. How well do you know the applicant? not very well fairly well very well very close relationship

How recent is your contact with the applicant? More than one year since any contact
 occasional interaction in the past year consistent interaction in the past year regular contact

3. Does the applicant demonstrate a lifestyle committed to spiritual growth and integrity?

Always Usually At Times Never *Comments:* _____

4. Does the applicant exhibit problems when being subject to work under authority?

Usually At Times Never *Comments:* _____

5. If you had a child of camper age, would you feel comfortable leaving your child in the care of the applicant?

Yes No Maybe *Comments:* _____

6. What are the applicant's special interests or abilities? _____

Please check or circle the words which best describe the applicant:

Leadership:

Usually follows Poor Ability Average Ability Good ability Exceptional Ability Natural
 Servant Dominant Takes Over Other: _____

Social Interaction:

Avoided by others Liked by others Example for others Tolerated by others Sought out by others
 Respected Well-liked by others Creates divisiveness Respectful Manipulative
 Shys away Socially awkward Good conversationalist Other: _____

Work Habits:

Resents suggestions Follows suggestions willingly Does over and above Self starter Lazy
 Teachable Meets average expectations Needs constant supervision Needs prodding
 Unusual perseverance Completes tasks on own accord Confronts issues in a Godly manner
 Procrastinates Neglects common good for own interests Other: _____

Emotional Stability:

Unstable Often over-responds Relatively stable Tends to be moody Self controlled
 Well-balanced Listens to others' needs Needy Other: _____

Personality:

Cold Withdrawn Needy Quiet Fun-loving Friendly Likeable
 Warm Outgoing Overbearing Extroverted Shy Other: _____

Continued on Back . . .

Lake Beauty Bible Camp 2010 Summer Staff Reference, page 2

Please rate the applicant in the following areas, comparing them to other people his or her age.

Flexibility <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Judgment <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Dependability <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Rapport with kids <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure
Integrity <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Decision making <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Health/stamina <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Team participation <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure
Humility <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Cooperation <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	First impression <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Creativity <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure
Servant heart <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Spiritual maturity <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Christian values <input type="checkbox"/> Excellent <input type="checkbox"/> Good <input type="checkbox"/> Average <input type="checkbox"/> Poor <input type="checkbox"/> Not Sure	Rebelliousness <input type="checkbox"/> Never apparent <input type="checkbox"/> Rarely apparent <input type="checkbox"/> Sometimes apparent <input type="checkbox"/> Often apparent <input type="checkbox"/> Not Sure
Argumentativeness <input type="checkbox"/> Never apparent <input type="checkbox"/> Rarely apparent <input type="checkbox"/> Sometimes apparent <input type="checkbox"/> Often apparent <input type="checkbox"/> Not Sure	Rudeness <input type="checkbox"/> Never apparent <input type="checkbox"/> Rarely apparent <input type="checkbox"/> Sometimes apparent <input type="checkbox"/> Often apparent <input type="checkbox"/> Not Sure	Critical attitude <input type="checkbox"/> Never apparent <input type="checkbox"/> Rarely apparent <input type="checkbox"/> Sometimes apparent <input type="checkbox"/> Often apparent <input type="checkbox"/> Not Sure	Anxiety <input type="checkbox"/> Never apparent <input type="checkbox"/> Rarely apparent <input type="checkbox"/> Sometimes apparent <input type="checkbox"/> Often apparent <input type="checkbox"/> Not Sure

List two words that best describe the applicant: _____

What is the greatest strength of the applicant? _____

What is one area you would encourage the applicant to grow in? _____

Is there any other information that would be helpful to Lake Beauty in considering the applicant for employment? _____

Check one: I recommend I do not recommend I strongly recommend
 I recommend with this reservation: _____

Signature _____ Date _____
 (signing your name verifies that the information listed previously is true to the best of your knowledge.)

When completed, please mail or fax this form DIRECTLY to:

Lake Beauty Bible Camp	Attn: Summer Staff Application	25766 Hummingbird Trail	Long Prairie, MN 56347
	(320) 732-3218	fax: 320-732-6826	www.lbbc.com



CONFIDENTIAL REFERENCE FORM

Attention: Summer Staff Application

From: _____ # of Pages: _____
(Including cover)

Phone #: _____

Date: _____

Fax #: _____

Reference For: _____

Please call if you are experiencing problems faxing the form.

25766 Hummingbird Trail
Long Prairie, MN 56347

www.lbbc.com

lbbc@lbbc.com

320-732-3218

FAX: 320-732-6826

