

# CAMP BETHEL

1710 US-14E, Shell WY 82441

(307) 655-7021

www.campbethelwyo.com



## Staff Application

Please return completed application to:

*Executive Director*

*Camp Bethel*

*1710 US-14E*

*Shell, WY 82441*

*Attach*

*Recent photo*

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

Applying for :  Counselor  Kitchen  Maintenance  Counselor in training (CIT)

## Personal Information

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

Address: \_\_\_\_\_  
Street or box number City St Zip

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

Temporary/School address: \_\_\_\_\_

Phone #: ( ) \_\_\_\_\_ Cell Phone #: ( ) \_\_\_\_\_

Date of birth : \_\_\_\_/\_\_\_\_/\_\_\_\_ Social security number \_\_\_\_/\_\_\_\_/\_\_\_\_

single  married  single parent  divorced  separated  widowed

Present church: \_\_\_\_\_ Address: \_\_\_\_\_

Pastor's phone #: \_\_\_\_\_

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## Education

Name of High School: \_\_\_\_\_

Year of Grad.: \_\_\_\_\_

Activities: \_\_\_\_\_

Name of College: \_\_\_\_\_

Year of Grad: \_\_\_\_\_

Activities: \_\_\_\_\_

Certified in CPR? \_\_\_\_\_

Certified in Basic First Aid? \_\_\_\_\_

Special Training? \_\_\_\_\_

## Health

Parent's Names: \_\_\_\_\_

Parents address: \_\_\_\_\_ Phone number: \_\_\_\_\_

Parents work address/Phone: \_\_\_\_\_

Emergency contacts (other than parents): \_\_\_\_\_ Phone: \_\_\_\_\_

Height: \_\_\_\_\_ Weight: \_\_\_\_\_

### Allergies

\_\_\_ Hay Fever \_\_\_ Insect Stings \_\_\_ Penicillin \_\_\_ Asthma \_\_\_ Other Allergies( please specify) \_\_\_\_\_

### Health history:

\_\_\_ Frequent ear infections

\_\_\_ Heart Disease disease/defect

\_\_\_ Diabetes

\_\_\_ Bleeding/clotting disorders

\_\_\_ Mononucleosis

\_\_\_ Physical handicap (Specify: \_\_\_\_\_)

\_\_\_ Attention Deficit Disorder ADD

\_\_\_ Chickenpox

\_\_\_ Measles

\_\_\_ Mumps

\_\_\_ Eating disorders

\_\_\_ High blood pressure

\_\_\_ Epilepsy

\_\_\_ Psychiatric treatment (Specify \_\_\_\_\_)

\_\_\_ Convulsions

\_\_\_ Other (Specify \_\_\_\_\_)

Have you ever required psychiatric counseling? Explain. \_\_\_\_\_

Have you ever required hospitalization? Explain. \_\_\_\_\_

Operations or serious injuries?(Explain/give dates) \_\_\_\_\_

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Activities limited by Physician \_\_\_\_\_ Current medications and instructions: \_\_\_\_\_

Dietary modifications \_\_\_\_\_

Physician \_\_\_\_\_ phone \_\_\_\_\_

Dentist \_\_\_\_\_ phone \_\_\_\_\_

Last physical examination \_\_\_\_\_

Do have medical/hospital insurance? \_\_\_\_\_

Carrier \_\_\_\_\_ policy number \_\_\_\_\_

## Experience

The following is a list of possible camp activities. We're in need of counselors and staff who can lead and assist in these areas.

Please mark those areas in which you possess special skill:

- |  |  |   |  |
|--|--|---|--|
| <input type="checkbox"/> archery                 | <input type="checkbox"/> basketball      | <input type="checkbox"/> camp newspaper | <input type="checkbox"/> piano                           |
| <input type="checkbox"/> grounds maintenance     | <input type="checkbox"/> hiking          | <input type="checkbox"/> music leading  | <input type="checkbox"/> guitar                          |
| <input type="checkbox"/> vocal                   | <input type="checkbox"/> fishing         | <input type="checkbox"/> fly fishing    | <input type="checkbox"/> other instrument please specify |
| <input type="checkbox"/> canoeing                | <input type="checkbox"/> crafts          | <input type="checkbox"/> orienteering   | <input type="checkbox"/> survival skills                 |
| <input type="checkbox"/> group games             | <input type="checkbox"/> backpacking     | <input type="checkbox"/> nature study   | <input type="checkbox"/> riflery                         |
| <input type="checkbox"/> drama                   | <input type="checkbox"/> volleyball      | <input type="checkbox"/> tubing         | <input type="checkbox"/> building construction           |
| <input type="checkbox"/> office skills           | <input type="checkbox"/> outdoor camping | <input type="checkbox"/> decorating     | <input type="checkbox"/> janitorial                      |
| <input type="checkbox"/> panning for gold        | <input type="checkbox"/> trap shooting   | <input type="checkbox"/> repelling      | <input type="checkbox"/> video recording/editing         |
| <input type="checkbox"/> small group Bible study | <input type="checkbox"/> other _____     |   |  |

List any experience you have working with children or teens.

List any camp experience you have.

Why do you want to serve on the Camp Bethel summer staff?

Would you work in any position you're asked?

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## References

List three references (not relatives) who have had an opportunity to observe you in positions of leadership or working with children and teens:

	Name	Address	City	State	Zip	Phone
1.	_____	_____	_____	_____	_____	_____
2.	_____	_____	_____	_____	_____	_____
3.	_____	_____	_____	_____	_____	_____

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## Evaluating yourself

Read the following statements and honestly rate yourself on how well the statement describes you.

**A – Good      B – Fair      C – Need to Improve**

- |   |   |   |  |
|---|---|---|--|
| A | B | C | I accept criticism without being hurt or overly sensitive              |
| A | B | C | I am tolerant of other's faults  |
| A | B | C | I refrain from repeating gossip  |
| A | B | C | I put the happiness and welfare of others above my own                 |
| A | B | C | I face problems objectively and do not make excuses                    |
| A | B | C | I get along well with people   |
| A | B | C | I am loyal to friends and to those for whom I work                     |
| A | B | C | I can make sound decisions promptly and abide by them                  |
| A | B | C | I have the courage to abide by my convictions regardless of popularity |
| A | B | C | I can control my temper  |
| A | B | C | I work democratically with others                                      |
| A | B | C | I do not ask for special favors  |
| A | B | C | I am not overly touchy or temperamental                                |
| A | B | C | I am dependable  |
| A | B | C | I can take as well as give orders graciously                           |
| A | B | C | I can make fair decisions regardless of personal dislike               |
| A | B | C | I am patient when things do not go according to plan                   |
| A | B | C | I am cheerful  |
| A | B | C | I am tactful and do not usually offend others                          |
| A | B | C | I possess a sense of humor even when the joke is on me                 |
| A | B | C | I enjoy hard work  |
| A | B | C | I have many varied interests   |
| A | B | C | I am an enthusiastic person and am outgoing toward others              |
| A | B | C | I am neat and clean in my appearance                                   |
| A | B | C | I like children and enjoy company                                      |
| A | B | C | I was able to work well as a member of the team                        |
| A | B | C | I assume responsibility and am conscientious in performing my duties   |
| A | B | C | I'm familiar with the outdoors   |
| A | B | C | I'm honest with myself and with others                                 |
| A | B | C | I keep campers' confidences  |
| A | B | C | I can see a job to be done and do it without being told                |

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- |   | A | B | C | I adapt easily to new situations   |
|---|---|---|---|--|
| A | B | C |   | I can see the possibility for enjoyment in almost every situation                                      |
| A | B | C |   | I know my own limitations and can live within them   |
| A | B | C |   | I discipline myself in eating, hours of sleeping, and use of time                                      |
| A | B | C |   | I possess good health and vitality   |
| A | B | C |   | I can participate in a vigorous activity program   |
| A | B | C |   | I know Jesus Christ as my personal Lord and Savior and enjoy a vital and growing relationship with Him |
| A | B | C |   | With the Holy Spirit, I can lead a camper to Christ using language and terms the camper understands    |
| A | B | C |   | My life is a good example, the kind I would want campers to follow                                     |
| A | B | C |   | I have a regular time of fellowship with my Lord in the Word and in prayer each day                    |
| A | B | C |   | I'm concerned that each of my campers grows in his or her spiritual life during their stay in my cabin |
| A | B | C |   | I am able to relate the Word of God to my camper's everyday life.                                      |

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## From Your Perspective

What does Jesus Christ mean to you? Describe briefly your personal Christian experience and background.

What is your definition of the Gospel and how would you share it with a camper?

With what importance do you view the authority of Scripture in ordering your life?

What contribution do you think a well run Christian camp can make to children?

What contribution do you think you can make at camp?

What causes you the most concern as you think about being on the camp staff?

How do you think you might establish a relationship with a young person?

Please list some activities that you would like to see included in the camp program.

If you attended Camp Bethel as a camper, what were some of your fondest memories?





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c. Jesus Christ

d. Holy Spirit

e. Salvation

f. The Bodily Resurrection of Christ

g. The Church

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h. Security of the Saved

i. Spiritual Gifts (Include what you feel are your gifts.)

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## Statement of Faith

Camp Bethel is a Christian camp and retreat facility. This corporation receives the Scripture as the Inspired Word of God and is the sole authority in all matters of faith and practice. Its understanding of Biblical truths as therein contained is expressed by the following declaration of Faith.

1. We believe that the Bible is God's Word, that it was written by men Divinely Inspired, and that it is the supreme authority in all matters of faith and conduct. We do not believe God has inspired any other revelation, modern day or current (II Timothy 3:16-17).
2. We believe there is one and only one living and true God. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, three distinct persons without division of nature, essence, or being. Not just in purpose, but in eternal existence. There has only ever existed one God and He will only ever be the only God (Mt. 28:19, Lk. 3:22, Jn 10:30, Jn. 14:9-11 &26, 1 Cor. 12:4-6, 2 Cor. 13:14, Col. 2:9, Isa. 9:6).
3. We believe in God the Father, perfect in holiness, infinite in wisdom, measureless in power. We further believe that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, and that He saves from sin and the second death all who come to Him through Jesus Christ (Matt. 7:9-11, Matt. 6:9-15, Ex. 15:11, Psa. 139:1-4, Gen, 1, Jn. 14:6).
4. We believe in Jesus Christ, the eternal and only begotten Son of God, conceived of the Holy Spirit, of virgin birth, sinless in His life, making atonement for the sins of the world by His death. We believe in His bodily resurrection, His ascension, and His visible return to the world according to His promises (John 1:1; Matthew 1:18,25; Hebrews 4:15; Hebrews 9:15-22; 1 Corinthians 15:1-8; Acts 1:9-11; Hebrews 9:27-28).
5. We believe in the Holy Spirit who is of the very essence of God and who came forth from God to convict the world of sin, of righteousness, and of judgment, and to regenerate, sanctify, comfort, and empower those who believe in Jesus Christ (John 14:15-26; John 16:5-16; Ephesians 1:13-14).
6. We believe that every human being can only have a direct relationship with God the Father through Jesus Christ His Son, and that God offers forgiveness, redemption, and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ - for He makes us a new creature; the old is passed away; behold all things are made new by Him. Therefore, each individual is directly responsible to God alone in all matters of faith (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11, Jn. 14:6, 2 Cor. 5:17, Eph. 2:18).
7. We believe that all human beings by nature and by choice are sinners, but that while we were yet sinners, Christ died for us. For, "God so loved the world that He gave His only begotten Son that whosoever believeth in Him should not perish but have everlasting life". We believe, therefore, that those who accept Jesus Christ as Lord and Savior will rejoice forever in God's presence, and those who refuse to accept Jesus Christ as Lord and Savior will be forever separated from God (Rom 5:8, John 3:16, Rev 20:11-15).
8. We believe in the church – a living spiritual body of which Christ is the Head and of which all regenerated people are members. We believe that a local church is a company of believers in Jesus Christ, immersed in a credible confession of faith not based on human emotions or design, and associated for worship, work, and fellowship. We believe that each church must be free from interference by any political authority (Rom. 12:5, Col. 1:18, Eph. 2:10, Phil. 2:1-2).

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9. We believe that God wonderfully and immutably creates each person as either male or female as witnessed at birth. These two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person. Therefore, changing ones gender is sinful (1 Corinthians 6:19-20, 1 Corinthians 3:16-17, Romans 12:1-2).

10. We believe that the term "marriage" has only one meaning: the uniting of one man and one woman here on this present earth only, in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

11. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, transexual behavior, incest, or use of pornography) is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

12. We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Camp Bethel.

13. We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. Any attempt to abort or terminate a human life is sinful (Ps. 139).

We believe that in order to preserve the function and integrity of Camp Bethel as a part of the local Body of Christ, and to provide a biblical role model to Camp Bethel's employees, volunteers, and the community, it is imperative that all persons employed by Camp Bethel in any capacity, or who serve as volunteers, or choose to rent the facility, agree to, and abide by this Statement of Faith as their personal convictions as witnessed by others (Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22).

This statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Camp Bethel's faith, doctrine, practice, policy, and discipline, the Camp Bethel's Board of Directors will be the final interpretive authority on the Bible's application.

*I UNDERSTAND THAT BEING A STAFF MEMBER AT CAMP BETHEL MEANS SERVING AND COOPERATING WITH THE DIRECTOR AND OTHER STAFF MEMBERS, OBEYING CAMP RULES, AND SACRIFICING PERSONAL DESIRES IN THE INTERESTS OF CAMPERS. I FURTHER UNDERSTAND THAT ALL TEACHINGS AT CAMP BETHEL WILL BE BASED ON THE FOUNDATIONAL BELIEFS STATED IN OUR STATEMENT OF FAITH. MY AIM WILL BE TO MAKE THE REALITY OF JESUS CHRIST KNOWN TO OTHERS THROUGH MY LIFE.*

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

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## Code of Conduct

**1. Policy Inclusions.** Camp Bethel's code of conduct is consistent with the following:

- a. The Ten Commandments (Exodus 20:2-17)
- b. The Great Commandments as stated by Jesus (Matt. 22:37-40)

**2. Personal Conduct.** Each Manager, Cook, Administrative Assistant, Seasonal Staff Member, Director and all other employees must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon Camp Bethel, either expressed or implied. The use of common sense, good ethical standards and discretion will guide employees and volunteers in proper conduct. Failure to maintain reasonable standards is subject to discipline up to and including termination. It is expected that employees and volunteers will conduct themselves in a manner consistent with our Statement of Faith and Biblical standards, values and character.

**3. Rules of Conduct.** In every organization where many people work together, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all employees and volunteers and enhance the smooth operation of the organization. Employees and volunteers are expected to become familiar with the standards outlined in this Policy and to apply common sense in their daily work performance. The purpose of these rules and policies is to maintain a working environment that protects the safety and dignity of each employee and people attending Camp Bethel without placing unreasonable restrictions on anyone.

Employees and volunteers are expected to model appropriate behavior and conduct both on and off-campus, and model relationships that demonstrate a growing Christ-likeness manifested in a lifestyle that serves and gives itself to reconcile others.

Employees and volunteers are expected to model appropriate language during work time (Ephesians 5:4 – There should be no “obscenity, foolish talk or coarse joking which is out of place”). (I Timothy 6:20, 2 Timothy 2:23)

Employees and volunteers shall maintain appropriate attitudes of concern for other employees and volunteers. Problems concerning employee and volunteer roles, relationships, and professional conduct should first be handled directly with the person involved. If a satisfactory resolution cannot be concluded, the matter should move up the relevant chain of responsibility. Specifically, employees and volunteers shall respect the integrity and confidences of other employees and volunteers and people attending Camp functions. Employees and volunteers are expected to work within their roles as defined.

In summary, Christian ethics demand that employees and volunteers act in love and integrity, in confidentiality, and in alignment with the mission/purpose of Camp Bethel.

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**4. Inappropriate Conduct.** Violation of Camp Bethel' rules and policies may result in an oral warning, a written warning, and/or discharge. There is no requirement that discipline be progressive or that a warning be given prior to demotion or any disciplinary action, including discharge. Set forth below are some examples of misconduct that will not be tolerated by the camp. (This list is not exhaustive, and examples are not listed in order of seriousness):

- a. Falsification of employment records, employment information or other camp records.
- b. Dating, or otherwise becoming romantically involved with anyone under legal age.
- c. Engaging in any activity while on Camp premises or while engaged in Camp business away from Camp premises, or which the employee knows or has reason to know will impact upon the lives of any employee or person attending the Camp, which adversely affects the mission of the Camp.
- d. Engaging in sexual acts or relationships outside the confines of biblical marriage between one man and one woman.
- e. Theft or deliberate damage or destruction of any Camp property or the property of any employee, volunteer, contractor, or client.
- f. Engaging in criminal conduct whether or not related to job performance.
- g. Insubordination, including but not limited to, failure or refusal to obey the orders or instructions of a supervisor or member of management, or the use of abusive or threatening language toward a supervisor or member of management.
- h. Using abusive language at any time on Camp premises.
- i. Failure to notify a supervisor when unable to report to work.
- j. Wearing unprofessional or inappropriate styles of clothing or hair while working.
- k. Violation of any safety, health, security or Camp policies, rules, or procedures.
- l. Committing a fraudulent act or a breach of trust under any circumstances.
- m. Unlawful harassment of a sexual or otherwise intimidating manner.
- n. Engaging in behavior that suggests a willful violation of the religious beliefs and practices of Camp Bethel.

If an employee has any doubt about whether certain conduct will constitute misconduct or behavior that suggests a willful violation of the religious beliefs and practices of the Camp, the employee should ask his/her supervisor or Camp Bethel's Executive Director.

