



# Crossways Camping Ministries

16 Tri-Park Way, Appleton, WI 54914

Phone: 920-882-0023 Fax: 920-882-9474

[www.CrosswaysCamps.org](http://www.CrosswaysCamps.org) [info@CrosswaysCamps.org](mailto:info@CrosswaysCamps.org)

Please mail completed application to the Crossways Appleton Office

## Summer Staff Application Form

**One application for new and returning staff. ALL applicants must submit two personal reference forms.**

*It is the policy of Crossways Lutheran Camping Ministries to consider all applicants for employment without regard to age, race, color, handicap, sex, national origin, ancestry, military reserve status, sexual orientation, or any other unlawful basis.*

**[PLEASE PRINT]**

Today's Date \_\_\_\_\_

Name \_\_\_\_\_  Male  Female T-Shirt Size \_\_\_\_\_

Permanent Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Permanent Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Permanent E-Mail \_\_\_\_\_ Social Security Number \_\_\_\_\_

Will you be at least 18 years old by June 1, 2012?  Yes  No Will you be at least 21 by June 1, 2012?  Yes  No

List the positions you are applying for in order of preference. Please rank site preference with #1 as your first choice.

- |          |  |
|----------|--|
| 1. _____ | _____ Imago Dei Village, Clintonville, WI    |
| 2. _____ | _____ Pine Lake Camp, Waupaca, WI            |
| 3. _____ | _____ Waypost Camp, Hatley, WI               |
|          | _____ Day Camp (based out of Pine Lake Camp) |

### EDUCATION INFORMATION

College/University \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Major or academic interest \_\_\_\_\_

School Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

School E-Mail \_\_\_\_\_ School Phone \_\_\_\_\_

Date you will no longer be at school address \_\_\_\_\_ Present Class level \_\_\_\_\_ Graduation year \_\_\_\_\_

### Other Schools (High School, College, Technical College) you have attended

School Name \_\_\_\_\_ Degree \_\_\_\_\_ Years Attended \_\_\_\_\_

School Name \_\_\_\_\_ Degree \_\_\_\_\_ Years Attended \_\_\_\_\_

**CHURCH MEMBERSHIP** Crossways is associated with the Evangelical Lutheran Church in America (ELCA), however, our programs serve children and youth from many denominations. It is not necessary for our staff to be Lutheran, however, all must be Christian and should be comfortable in a Christian camping environment.

Home Congregation \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Denomination \_\_\_\_\_ Pastor(s) \_\_\_\_\_

Campus Ministry Organization \_\_\_\_\_ Pastor(s)/Leader(s) \_\_\_\_\_

**CAMP SKILLS AND INTERESTS** For each of the following indicate

- 1 – Strong experience and leadership skills
- 2 – Some experience, could provide leadership assistance
- 3 – Minimal experience, interested in learning
- 4 – Not comfortable in this activity, no interest/experience

___ Canoeing	___ Tent Camping	___ Musical Instrument(s) _____
___ Storytelling	___ Drama & Skits	_____
___ Dance	___ Backpacking	___ Sports _____
___ Biking	___ Public Speaking	_____
___ Challenge Course	___ Arts & Crafts	___ Arts (list media) _____
___ Clowning	___ Puppetry	_____
___ Rock Climbing	___ Song Leading	___ Media Arts (list forms) _____
___ Group Games	___ Sign Language	_____
___ Vocal Music	___ Nature Activities	_____
___ Worship	___ Video Production	___ Other _____
___ Outdoor Cooking	___ Fishing	_____

**CERTIFICATIONS** Please list expiration dates of certification(s) you hold.

___ Standard First Aid	___ EMT
___ Advanced First Aid	___ RN
___ Advanced Life Saving	___ Water Safety Instructor
___ LPN	___ Lifeguard
___ CPR	___ CDL
___ First Responder	___ Other _____

**CAMP HISTORY**

Have you ever been a camper?  Yes  No Details (Camp name, location, years attended) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Have you ever been a member of a camp staff?  Yes  No Details (Camp name, location, years attended) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**EMPLOYMENT HISTORY** Please list past paid/volunteer positions with most recent position first.

1. Employer \_\_\_\_\_ Position \_\_\_\_\_
- Supervisor \_\_\_\_\_ Phone Number \_\_\_\_\_
- Dates of Employment \_\_\_\_\_
2. Employer \_\_\_\_\_ Position \_\_\_\_\_
- Supervisor \_\_\_\_\_ Phone Number \_\_\_\_\_
- Dates of Employment \_\_\_\_\_
3. Employer \_\_\_\_\_ Position \_\_\_\_\_
- Supervisor \_\_\_\_\_ Phone Number \_\_\_\_\_
- Dates of Employment \_\_\_\_\_

## BACKGROUND INFORMATION

Have you ever been convicted of a felony?  Yes  No      Signature \_\_\_\_\_

In the past three years have you had any traffic violations, tickets or other driving related incidents?  Yes  No

If yes, list violations and year \_\_\_\_\_

## REFERENCES

### ***2 REFERENCE FORMS REQUIRED FOR NEW and RETURNING STAFF***

Give name, address, telephone number, and relationship of two references who have witnessed your character and/or job performance. Please do not list relatives or roommates. Make sure to give a reference form to the individuals listed below.

1. \_\_\_\_\_

2. \_\_\_\_\_

## ESSAY QUESTIONS

Crossways Camping Ministries seeks to build a strong staff committed to serving all who come to camp. Your responses to the following statements will help us get to know you. Use a separate sheet to answer the following questions.

### ***REQUIRED FOR NEW APPLICANTS***

1. Why do you want to work at camp?
2. Describe your past and/or current experiences working with children or youth.
3. Please write a brief personal statement of faith.
4. What are your gifts? How do you use them currently? How will you use them this summer?

### ***REQUIRED FOR RETURNING STAFF APPLICANTS***

1. What impact has working at camp had on you and why do you want to work at camp again?
2. Describe your faith journey since you last worked at camp.
3. List three goals you would like to accomplish this summer and strategies for reaching them.
4. In what areas have you grown personally this past year that would affect your position with us? Include skills or certifications have you acquired/or maintained this past year that will be beneficial for the camp community. Also include practical experiences such as being a Resident Assistant, or other leadership positions.
5. If you are applying for a leadership support position, tell us how you are equipped for general leadership, what you will offer counseling staff, and what skills and qualifications you have for the specific leadership position.

## WORKING WITH CROSSWAYS CAMPING MINISTRIES

All staff are expected to attend and participate in staff training. All staff must report for staff training on Monday, May 28<sup>th</sup>, 2012. All staff are expected to work two weekends during the summer. Summer camping programs begin on June 10<sup>th</sup>, 2012 and end on August 19<sup>th</sup>, 2012. Some positions may begin earlier or end earlier, as contracted.

Our programs are committed to providing a caring attitude toward each young person or family camper in the context of a Christian Community. We expect loyal service and have set high standards for employees. We provide a positive and safe environment for all camp participants. Our camps are drug and alcohol free and we expect our summer staff to abide by and maintain that policy. We also expect our staff to display high standards of conduct in local communities during their period of employment.

Your signature on the staff agreement indicates that you are willing to work according to this policy. If you wish to view the full summer staff personnel policy before applying, please contact the Crossways office.

Your signature indicates that you have read this statement and that your application reflects your background and ability fairly. You also agree that Crossways has the right to contact your previous employers for verification of employment and your references as needed.

### PLEASE READ CAREFULLY AND ACKNOWLEDGE WITH YOUR SIGNATURE

I release from any and all liability all representatives of Crossways Camping Ministries, Inc., for their acts performed in good faith and without malice in connection with evaluating my application, credentials and qualifications. I understand any false statements on this application shall be sufficient cause for denial of employment or summary dismissal. I understand that my employment in the programs of Crossways is contingent upon the satisfactory investigation of my work record and references.

I understand that if I am employed by Crossways Camping Ministries, Inc., my employment can be terminated by either the camping organization or me at will, with or without cause, and with or without notice, at any time. I understand that no one at Crossways Camping Ministries, Inc., other than the Board of Directors, has the authority to alter, orally or in writing, this terminable-at-will status of employment.

I understand that a position that involves driving camp vehicles may be withdrawn if my driving record does not meet certain minimum requirements for driving camp vehicles.

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(Your Signature)

(Date)

**For Office Use Only** \_\_\_\_\_

Position \_\_\_\_\_  Imago Dei Village  Pine Lake Camp  Waypost Camp

Start/End Date: \_\_\_\_\_ Salary \_\_\_\_\_