

Camp Selah



At Camp Selah, the value of a counselor in the camping program cannot be overstated; counselors serve in an extremely crucial way. They are constant role models to campers and other staff—they are not just glorified babysitters. Camp Selah has the unique opportunity of being a small, close-knit ministry. Because of this, it is impossible to merely blend in or assume your words and actions may go unnoticed. Something to consider: summer camp ministry is NOT a vacation, your time is rarely your own, and it will demand your all. It will be physically, mentally, relationally and emotionally exhausting, yet spiritually rewarding and fulfilling! Prayerfully and humbly seek the Lord's guidance and direction for your summer!

"Whatever you do, work at it with all your heart, as though you were working for the Lord, rather than for people." Col. 3:23



Our Mission Statement

Camp Selah is a Christian youth camp and retreat center that exalts Jesus Christ through creative programming, a safe and loving atmosphere and gracious hospitality.

Our Vision is to See...

"God's love, through us, to others."
1 John 3:16

Our Motto

Christ Above All.

Our Statement of Faith

The Holy Scriptures

We believe that the Scriptures of the Old and New Testaments are the verbally inspired Word of God, infallible in the original writings, the only written revelation of God to man, and the only divinely authorized standard of Christian faith and practice.

The Godhead

We believe that the Godhead eternally exists in three persons: the Father, the Son and the Holy Spirit; that these are one God, having precisely the same nature, attributes and perfections.

The Person and Work of Christ

We believe that the Lord Jesus Christ, having been conceived by the Holy Spirit, born of the Virgin Mary, has provided atonement through His shed blood and substitutionary death; in Christ's bodily resurrection and ascension, and His present intercessory work; in the imminent return of Christ.

The Person and Fall of Man

We believe in the free choice of man, his fallen state and the necessity of his regeneration by the Holy Spirit and of the individual's new birth through faith in the Lord Jesus Christ.

The Eternal State

We believe the repentant, having accepted Christ and having been separated from the physical body shall live eternally with God. As for the unrepentant, they shall live in a state of eternal separation from God.

Ordinances

We believe that the two ordinances of Scripture are water baptism and the Lord's Supper.

Gender & Marriage

We believe that God wonderfully and immutably created each person as male or female, and that these two, distinct, complementary genders together reflect the image and nature of God. We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union.

Camp Selah Personnel Policies



Duration of Employment: Counselors are expected to make a full 7-week commitment to Camp Selah (Thursday evening, June 3rd to Saturday evening, July 24th); if the full commitment cannot be made due to extenuating circumstances, please indicate that in full detail along with this application.

Salary: Counselors will receive 7 weeks of pay at \$210 per week.

Camper Letters: Each counselor will be expected to hand-write a short letter to each of his/her campers throughout the summer. Each week's salary will be given when letters for that week are submitted. An example letter and other letter-writing tips will be provided.

Background Checks: A Central Registry check (for any counselor over 21) and a criminal history check must be submitted to Camp Selah and deemed clear before employment is granted.

Time-Off: One hour each day is reserved for personal free time. Weekend time-off will begin Saturday morning after cleaning responsibilities are completed and a lunch-meeting (usually by 1:00pm) and ends Sunday at 8:00pm for a mandatory staff meeting.

Cell Phones: Cell phones may be used during time off **ONLY**, and may **NOT** be used as alarm clocks.

Visitor Policy: Staff visitors are highly discouraged during the camp week, but welcome during days off as long as permission has been granted by the Program and/or Administrative Director.

Termination: Employment may be terminated if the Administrative Director determines that an employee must be immediately released from his/her duties due to gross misconduct. Employees are expected to conduct themselves at all times, both at camp and away from camp, so that they will be a credit to themselves, the camp, and most of all, to the Lord Jesus Christ. Camp Selah highly discourages staff relationships during camp. No fraternization of any kind is allowed between staff and campers. Violation will result in immediate dismissal. Counselors are role models and the campers watch their every move. Their actions can either steer campers closer to Christ or push them away. **Camp Selah staff members willingly hold themselves to a higher standard during the summer season, so as to keep the focus on honoring and glorifying God in all things, at all times.**

Staff Discipline Policy

Though Camp Selah does not propose to take the place of a parental figure to its staff during the summer season, we do set high standards for conduct. Therefore, it is assumed that there will be tangible consequences for rules not adhered to that do not necessarily result in immediate dismissal. In the event of a staff member blatantly disregarding procedure or otherwise acting out of conduct, the following policy will be strictly enforced; 1st offense, verbal warning. 2nd offense, deduction of pay for that week by 20%. 3rd offense, dismissal.



General Information

Name _____ Sex **M** or **F**

Address _____ City _____

State _____ ZIP _____ Phone () _____

Birthdate _____ Email _____

College attending _____

Year _____ Major _____

When are you available to begin employment? _____

Please circle your T-shirt size: S M L XL XXL

Please attach a recent
photo of yourself.

How would you rate yourself as a swimmer? Non Fair Good

Do you have any current lifeguard certification? Yes No If yes, explain: _____

Camp Selah will provide partial funding for lifeguard certification. Do you have any interest in receiving this certification? Yes No If yes, what is your availability? _____

Church Information

Current Home Church _____

Phone () _____ Address _____

City _____ State _____ ZIP _____ Pastor _____

How long have you attended? _____

Health & Safety Information

List any current infectious diseases and any physical, mental or emotional impairment that may interfere with your responsibilities as a counselor: _____

List all current medications, including dosage and frequency: _____

In case of emergency, please notify: Name _____ Phone () _____

As required by the State of Michigan Department of Social Services, have you ever been convicted of an offense other than minor traffic violations? **[circle] Y or N** If yes, please provide details of conviction on a separate piece of paper including date, type and resolution.

Reference Information

Employer _____ Phone() _____

Non-family member _____ Phone() _____

Pastor _____ Phone() _____

(Three completed reference forms must be mailed in separately by the reference!)

Previous Employment Information

Employer _____ Job Title _____

Work Performed _____ Reason for leaving _____

Employer _____ Job Title _____

Work Performed _____ Reason for leaving _____

Personal Information

Circle the phrase that best describes you.

- | | | |
|---|--------------------|---------------------|
| 1. When working in groups, are you... | A leader? | An assistant? |
| 2. In an argument, do you... | Get defensive? | Get quiet? |
| 3. When it comes to work ethic, do you... | Motivate yourself? | Need motivation? |
| 4. In stressful situations, do you... | Shut down? | Excel? |
| 5. In front of a crowd, do you... | Feel comfortable? | Feel uncomfortable? |
| 6. In spiritual conversations, do you... | Listen more? | Share more? |
| 7. Are you in your element when you're... | Being creative? | Being competitive? |

What experience do you have working with children and teenagers? Which ages do you find yourself most comfortable/least comfortable with? _____

List the skills/talents you have that could benefit the ministry at Camp Selah and that you would feel comfortable teaching others: _____

Essays

Answer the following questions on a separate piece of paper. These questions will help us better understand how you will respond as an authority figure and spiritual leader.

1. Why did you choose to apply at Camp Selah this summer, instead of somewhere else?
2. What events have occurred in your relationship with God that you look forward to sharing with others?
3. What passage(s) in the Bible do you see as essential to explaining the gospel, and why?
4. How would you explain the reason for Jesus' death on the cross to an 8 year old?
5. How would you go about using what you and your family have experienced in life to connect with your campers?
6. Your most outspoken camper has just refused to follow the no-talking rule during rest hour. How will you respond?
7. The kitchen has requested an additional 30 minutes before the supper bell rings. What will you do with the extra time to keep your campers occupied?

Certification

"I have read and fully understand all questions asked in this application. I certify that all answers given by me are accurate and complete. I understand that completion and/or execution of this application does not insure me a position, nor does it obligate the organization or myself in any way. I fully understand that the omission and/or misrepresentation of facts requested may be cause for immediate dismissal without prior notice. I am willing to submit to a physical examination if requested by the organization. I authorize the organization to request and obtain information concerning my previous employment, and contact the personal references listed herein. I fully authorize the Department of State Police, Central Records Division, State of Michigan, to conduct a criminal history file check by name and identifiers to determine the existence of any arrest resulting in conviction and furnish a response to the sponsoring organization and the Michigan Department of Social Services. I have read and fully agree to abide by Camp Selah's mission, vision, motto and statement of faith. I have read and fully agree to the stipulations set forth in the staff discipline policy and other personnel policies. **If accepted for service, I agree to abide by all rules and guidelines set forth by Camp Selah. I have read, understand and agree to the above certification.**"

Signature _____ Date _____



Dear Reference,

_____ has recently applied for a counselor position at Camp Selah and has given your name as a reference. We expect our counselors to make a positive contribution to the moral and spiritual life of each camper entrusted to them. The strength of character, Christian testimony, and emotional maturity of our counselors is vitally important to the success of this ministry. We would appreciate any specific comments you might make which would help us determine the ability of the applicant to fill this position. All information will be held in strict confidence. **Please complete this entire form and return it to Camp Selah.** Your full honesty is appreciated and necessary for us to obtain the highest quality counselors for our campers. Thank you so much for your help! *Please use the back of this form for any additional comments that would help us better understand the applicant.*

Mark Emmons, Administrative Director

3600 Long Lake Rd Reading, MI 49274 | 517-283-2527 | campselah@gmail.com | www.campselah.org

Print your name: _____ Signature: _____ Date: _____

1] How long have you known the applicant? _____

2] In what capacity have you known the applicant? (friend, pastor, employer, etc.) _____

3] How well do you feel that you know the applicant? very close rather well just casually

4] How does the applicant respond to authority? _____

5] How does the applicant respond to correction? _____

6] How does the applicant work with others? _____

7] Does the applicant have an inclination toward exclusive, absorbing friendships and/or relationships and crushes? _____

8] If you have (or had) a child of camper age, how would you feel having your child spend six days...

	<i>positive</i>	<i>comfortable</i>	<i>not sure</i>	<i>concerned</i>
...with the applicant as their counselor?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...with the applicant as a moral example?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...with the applicant as a spiritual leader?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9] Circle the phrase that best describes the applicant, based on your interaction with them.

When working in groups, are they...	A leader?	An assistant?
In an argument, do they...	Get defensive?	Get quiet?
When it comes to work ethic, do they...	Motivate themselves?	Need motivation?
In stressful situations, do they...	Shut down?	Excel?
In front of a crowd, do they...	Seem comfortable?	Seem uncomfortable?
In spiritual conversations, do they...	Listen more?	Share more?
Are they in their element when they're...	Being creative?	Being competitive?

10] Do you have any doubt or question concerning the applicant's moral integrity? Yes No

If yes, please explain on the back of this form.

11] Knowing the applicant as you do, to what extent would you encourage us to hire him/her as a counselor?

Enthusiastically Willingly Questionably Not at all

Please explain _____



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