

Questions

- (1) Have you ever been convicted of a crime? [] Yes [] No
- (2) Have you ever been abused as a child or adult? Have you abused a child or an adult? [] Yes [] No
- (3) Are you sexually attracted to same sex individuals? [] Yes [] No

If you answered yes to any of the above, please use another piece of paper to explain.

Use additional sheets of paper for the following questions:

- (4) What is your faith story?
- (5) What are you currently doing to grow as a follower of Christ? What would you do to maintain your spiritual growth while working at Covenant Park?
- (6) How would you explain the plan of salvation to a camper?
- (7) What separates Christianity from other religions? Is there such a thing as absolute truth? What makes the Bible different from other books?
- (8) What is your opinion concerning the following issues:
 - a. The authority of scripture
 - b. Use of tobacco, drugs, alcoholic beverages
 - c. Premarital sex
 - d. Homosexuality
- (9) List your home church and describe your current church involvement. List any experience in Christian service outside your church.
- (10) What experience do you have working with children, youth, and families?
- (11) What special qualities or qualifications would you contribute as a Covenant Park Staff Member?
- (12) Describe your work ethic and what helps you be motivated to accomplish a goal or task?
- (13) Why do you want to work at Covenant Park Bible Camp?

Personal Evaluation:

With "1" as the lowest or poorest end of the scale and "10" as the highest or best, please circle the appropriate number in the following categories.

	Poor		Average				Good		Superior	
	1	2	3	4	5	6	7	8	9	10
Teachability	1	2	3	4	5	6	7	8	9	10
Promptness	1	2	3	4	5	6	7	8	9	10
Ability to follow instructions	1	2	3	4	5	6	7	8	9	10
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Spiritual/Faith Maturity	1	2	3	4	5	6	7	8	9	10
Friendliness	1	2	3	4	5	6	7	8	9	10
Willingness to serve others	1	2	3	4	5	6	7	8	9	10
Self Motivation	1	2	3	4	5	6	7	8	9	10
Verbalizing your faith	1	2	3	4	5	6	7	8	9	10
Accepting constructive criticism	1	2	3	4	5	6	7	8	9	10

References:

Please give a reference form to an adult (not a relative or peer) who knows you well in each of the categories. Include the position(s) you are considering on each form. Provide a stamped envelope addressed to Covenant Park Bible Camp with each reference form given out.

Christian Worker Name _____ Phone/email _____

Employer/Teacher Name _____ Phone/email _____

Reference of Choice Name _____ Phone/email _____

Skills: (x) Check all that apply S = skilled at T = able to teach/very high skills

Adventure	S	T		S	T		S	T
Camping Skills	<input type="checkbox"/>	<input type="checkbox"/>	Gardening	<input type="checkbox"/>	<input type="checkbox"/>	Miscellaneous		
Climbing Outdoor	<input type="checkbox"/>	<input type="checkbox"/>	Large Equipment	<input type="checkbox"/>	<input type="checkbox"/>	Photography	<input type="checkbox"/>	<input type="checkbox"/>
Initiatives	<input type="checkbox"/>	<input type="checkbox"/>	Lawn Care	<input type="checkbox"/>	<input type="checkbox"/>	Photo Editing	<input type="checkbox"/>	<input type="checkbox"/>
Map and Compass	<input type="checkbox"/>	<input type="checkbox"/>	Mechanical	<input type="checkbox"/>	<input type="checkbox"/>	Power Point	<input type="checkbox"/>	<input type="checkbox"/>
Outdoor Cooking	<input type="checkbox"/>	<input type="checkbox"/>	Plumbing	<input type="checkbox"/>	<input type="checkbox"/>	Retail Sales	<input type="checkbox"/>	<input type="checkbox"/>
			Small Gas Engines	<input type="checkbox"/>	<input type="checkbox"/>	Video	<input type="checkbox"/>	<input type="checkbox"/>
Crafts						Video Editing	<input type="checkbox"/>	<input type="checkbox"/>
Bead Jewelry	<input type="checkbox"/>	<input type="checkbox"/>	Music					
Drawing	<input type="checkbox"/>	<input type="checkbox"/>	Guitar	<input type="checkbox"/>	<input type="checkbox"/>	Red Cross Certificates		
Painting	<input type="checkbox"/>	<input type="checkbox"/>	Bass Guitar	<input type="checkbox"/>	<input type="checkbox"/>	(expiration date)		
Tie-dye	<input type="checkbox"/>	<input type="checkbox"/>	Drums	<input type="checkbox"/>	<input type="checkbox"/>	CPR	_____	
Misc. Crafts	<input type="checkbox"/>	<input type="checkbox"/>	Piano	<input type="checkbox"/>	<input type="checkbox"/>	EMT	_____	
			Other Instruments	<input type="checkbox"/>	<input type="checkbox"/>	First Aid	_____	
Drama			Instruments _____			First Response	_____	
Clowning/Juggling	<input type="checkbox"/>	<input type="checkbox"/>	Singing Solo	<input type="checkbox"/>	<input type="checkbox"/>	Lifeguard	_____	
Improv	<input type="checkbox"/>	<input type="checkbox"/>	Singing Backup	<input type="checkbox"/>	<input type="checkbox"/>	Nurses Aid	_____	
Drama/Skits	<input type="checkbox"/>	<input type="checkbox"/>	Song Leading	<input type="checkbox"/>	<input type="checkbox"/>			
Story Telling	<input type="checkbox"/>	<input type="checkbox"/>	Sound Tech	<input type="checkbox"/>	<input type="checkbox"/>	Other Certificates:		
Writing Scripts	<input type="checkbox"/>	<input type="checkbox"/>				_____		
			Sports			_____		
Food Service			Archery	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Baking	<input type="checkbox"/>	<input type="checkbox"/>	BB Guns	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Cooking	<input type="checkbox"/>	<input type="checkbox"/>	Group Games	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Dining Room	<input type="checkbox"/>	<input type="checkbox"/>	Team Sports	<input type="checkbox"/>	<input type="checkbox"/>			
Dish Washing	<input type="checkbox"/>	<input type="checkbox"/>				*Attach copy of certification(s) w/App		
Food Prep	<input type="checkbox"/>	<input type="checkbox"/>	Waterfront					
			Canoeing	<input type="checkbox"/>	<input type="checkbox"/>	Other Skills:		
Maintenance			Fishing	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Carpentry	<input type="checkbox"/>	<input type="checkbox"/>	Swimming	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Cleaning/Upkeep	<input type="checkbox"/>	<input type="checkbox"/>	Water-skiing	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Electrical	<input type="checkbox"/>	<input type="checkbox"/>	Driving Pontoon Boat	<input type="checkbox"/>	<input type="checkbox"/>	_____		

Education:

High school: _____
 Year graduated or will graduate: _____

Number of years: _____ Graduated Y N

College: _____
 Major/Minor: _____

Number of years: _____ Graduated Y N

College: _____
 Major/Minor: _____

Number of years: _____ Graduated Y N

List any awards, honors, and/or activities related to school activities:

List any other experiences that demonstrate your qualifications for the position(s) you are applying for:

Evangelical Covenant Church of America Statement of Belief:

1. We believe that the Church of Christ is apostolic. We confess the historic faith of the apostles. We believe in Jesus Christ the Son of God, our Lord.

2. We believe we are part of the universal church of Jesus Christ which has been one from the days of His apostles up to the present. As part of that universal church, historically our roots are in mainstream sixteenth-century Protestant thought.

3. We believe in justification by grace alone through faith alone.

4. We believe that the Church, being singular and universal is a fellowship of persons who have experienced the reality of grace through faith. It is characterized by mutual participation in and sharing of the new life in Christ. Membership is by confession of personal faith in Christ. No one can be excluded on the basis of class, race, education, wealth or prestige. Within the church there will be diversity in creedal details. The one thing that is needed is that one be "born anew to a living hope through the resurrection of Jesus Christ from the dead" (1 Peter 1:3).

5. We believe in the need for personal faith in Jesus Christ. In fact, we exist to assist adults and children in coming to personal faith and to enhance its growth. Jesus said, "Unless one is born anew, he cannot see the kingdom of God" (John 3:3). He also said, "If you continue in my word, you are truly my

disciples, and you will know the truth, and the truth will make you free" (John 8:31-32).

6. We believe that freedom in Christ is what delivers us from the power of sin and moves us by his grace into a whole new experience of obedience and life. This freedom allows for differences of opinion in matters of interpretation, doctrine, and practice within the context of biblical guidelines and historical Christianity.

7. Attesting to personal faith in Christ, we believe in the centrality of the Scriptures as God's revelation of Himself to the human race. We believe the Old and New Testaments to be the authoritative Word of God and the only perfect rule for faith, doctrine, and conduct.

8. We believe the Holy Spirit, who with the Father, and the Son call the Church into being, empowers its witness, guides its mission, and supplies the needed gifts to exalt Christ to the Church and its members.

9. These statements represent the foundations of faith of Covenant Park Bible Camp. They generate our desire to help people grow in grace and knowledge of God, awaiting that day when "the kingdom of our Lord and of His Christ shall reign for ever and ever" (Revelation 11:15).

Applicant's Agreement with Covenant Park Bible Camp:

YES NO

- | | | |
|--------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | In the event of employment, I would consider it a privilege to undertake any responsibility assigned to me by the administration. |
| <input type="checkbox"/> | <input type="checkbox"/> | I have read and agree with the Evangelical Covenant Church statement of belief. If not, please explain on a separate piece of paper. |
| <input type="checkbox"/> | <input type="checkbox"/> | I affirm the Evangelical Covenant Church's Statement position on human sexuality: abstinence in singleness, faithfulness in heterosexual marriage. If not, please explain on a separate piece of paper. |
| <input type="checkbox"/> | <input type="checkbox"/> | In the event of employment, I agree to abide by all present and subsequently issued rules and policies of Covenant Park Bible Camp. |
| <input type="checkbox"/> | <input type="checkbox"/> | In the event of employment, I authorize Covenant Park Bible Camp to use any photos, video or sound recordings taken of me during the summer in future camp promotional material. |
| <input type="checkbox"/> | <input type="checkbox"/> | I authorize my former employers and other individuals to give information concerning me, whether or not it is of official record. I release them and their organization from any liability whatsoever. |
| <input type="checkbox"/> | <input type="checkbox"/> | I certify that all statements given on this application are accurate and realize that falsification or misrepresentation of this, or any other personal record, may result in my immediate discharge. |
| <input type="checkbox"/> | <input type="checkbox"/> | I understand and agree that if hired, I will live in close Christian community with other staff members. I understand that this may require giving up personal privileges, rights and privacy which may be considered common place in the everyday world. I agree, while employed, to forfeit my personal privileges and agendas as outlined in the Statement of community. I understand that I will not be asked to forfeit any legal or constitutional rights. |
| <input type="checkbox"/> | <input type="checkbox"/> | I hereby authorize Covenant Park Bible Camp to obtain information pertaining to any charges and/or convictions I may have had for federal and state criminal law violations, by name and/or fingerprinting. This information will include but not be limited to allegations and convictions for crimes committed upon minors and will be gathered from any law enforcement agency of this state or any state or federal government, to the extent permitted by state and federal law. |
| <input type="checkbox"/> | <input type="checkbox"/> | In the event of employment, I will commit myself to fulfill my employment dates. |

Earliest Arrival Date	Latest Departure Date						Unavoidable Dates I would Like Off (for hiring purposes only)
Applicant's Signature							Date
Applicant's Shirt Size (For Staff Shirt)	S	M	L	XL	XXL	XXXL	

For best availability of positions, please apply as soon as possible.
 We will contact you as soon as your entire application (including references) has been received and processed.
 Please be sure to include any additional pages and a current photograph (optional) with this application.

3402 Covenant Park Road, Mahtowa, MN 55707
 218.389.6398 | kaela@covenantpark.org | www.covenantpark.org

Staff Reference – Completed by Christian Worker – Covenant Park Bible Camp

To the Applicant:

Please print your name and position(s) applied for in the spaces below.
Please provide a stamped and addressed envelope for each form. It is your responsibility to see that all forms are returned to Covenant Park Bible Camp.

Name of Applicant: _____

Position(s) Desired: _____

I hereby waive my right to examine the following recommendation _____
Applicant's Signature (optional)

Evaluation

Under each general heading, check the phrase that most accurately describes the applicant's habitual behavior with regard to that specific trait. Please remember that it will be the truly exceptional person that ranks high in all categories.

1. How well is the applicant able to direct and influence others?

- Poor leader; incapable of directing others
- Usually follows the lead of others
- Normally successful in directing and leading others
- Very successful in leading others
- Exceptional leader; inspires others

- Fails to carry out convictions under stressful conditions
- Acts according to convictions in most situations
- Carries out principles and convictions constantly and boldly even in the face of obstacles

2. How well does the applicant work with others?

- Cooperates grudgingly; makes trouble--obstructionist
- Limited cooperation; neglects common good for own interests
- Cooperates with others towards accomplishment of goal
- Exceptionally successful working with others/inspires confidence

5. How responsible is the applicant?

- Irresponsible even under supervision
- With constant supervision will do satisfactory job
- Needs detailed instructions with regular checks of work
- Carries out routine activity on own accord
- Exceptionally able to accomplish work without close supervision

3. How does this person react to suggestions or criticisms by others?

- Takes criticism as a personal insult/resents suggestions
- Listens to suggestions but may act without considering them
- Follows suggestions willingly
- Asks for criticisms and suggestions

6. How well does this person apply energy and persistence in completing a task?

- Needs much prodding to complete work
- Rather indifferent; does not finish job
- Completes assigned tasks of own accord
- Exceptional perseverance; does more than expected

4. How does the applicant demonstrate a lifestyle committed to spiritual growth and integrity?

7. How well does the applicant control emotions?

- Easily depressed, irritated or elated
- Occasionally unresponsive
- Unresponsive; apathetic
- Tends to be overly emotional
- Usually well-balanced
- Well-balanced

Rating

With "1" as the lowest or poorest end of the scale and "10" as the highest or best, please circle the appropriate number in the following categories.

	Poor	Average	Good	Superior						
Teachability	1	2	3	4	5	6	7	8	9	10
Promptness	1	2	3	4	5	6	7	8	9	10
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Verbalizing their faith	1	2	3	4	5	6	7	8	9	10
Self motivating	1	2	3	4	5	6	7	8	9	10

Narrative Report

Please state briefly specific instances in which you have observed the applicant's behavior as it applies to any of these items. If you lack personal knowledge on a given topic, please say so.

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

2. Would you be willing to hire this person to work in any of the positions he/she is considering for at Covenant Park Bible Camp? Yes No
Please explain why. _____

3. I expect the applicant's work to be (circle one): SUPERIOR GOOD AVERAGE POOR

4. Would you be willing to place your child under the applicant's direct influence and care? Yes No
Please explain why. _____

5. Maturity of judgment. How does this person react in stressful situations, i.e. making decisions?

6. Dependability. Can he/she be relied upon? Does this person weaken in absence of supervision?

7. Faith / Knowledge of God and His Word. Would this person be ready to teach/counsel/answer questions about God/Christianity/The Bible?
Please take time to give us insight into this aspect of who they are.

8. In what ways have you seen the applicant grow in their faith in the last year? _____

9. From your observation of the applicant, please list:
Three Strongest Points: _____
Three Weakest Points: _____

10. Are you recommending the applicant because of: (check one)
 What he/she can contribute to Covenant Park Bible Camp What Covenant Park Bible Camp can do for him/her Both

11. I recommend I do not recommend this person for a summer staff position. (check one)

12. Please provide any additional comments you feel will help us consider this applicant:

If you feel there is additional information that would be best communicated over the phone; please check this box.
A Covenant Park Bible Camp representative will contact you.

Signature _____ Date _____ Title _____

Organization _____ Phone () _____ (W) _____

If you have any further questions or concerns regarding this reference form, please call the office at 218.389.6398 or email kaela@covenantpark.org. Thank you for your time!

** Federal law gives applicants the option to waive their rights to see specific letters of recommendation. If the applicant has not signed the waiver statement on the reverse side, we will assume that you are giving the information with full knowledge that the applicant may see it. If the above waiver is signed, the information will remain confidential.

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218.389.6398 | kaela@covenantpark.org | www.covenantpark.org

Staff Reference – Employer or Teacher – Covenant Park Bible Camp

To the Applicant:

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Please provide a stamped and addressed envelope for each form. It is your responsibility to see that all forms are returned to Covenant Park Bible Camp.

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Position(s) Desired: _____

I hereby waive my right to examine the following recommendation _____

Applicant's Signature (optional)

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With "1" as the lowest or poorest end of the scale and "10" as the highest or best, please circle the appropriate number in the following categories.

	Poor	Average	Good	Superior						
Teachability	1	2	3	4	5	6	7	8	9	10
Promptness	1	2	3	4	5	6	7	8	9	10
Ability to follow instructions	1	2	3	4	5	6	7	8	9	10
Outgoing	1	2	3	4	5	6	7	8	9	10
Emotional balance	1	2	3	4	5	6	7	8	9	10
Ability to work with children	1	2	3	4	5	6	7	8	9	10
Ability to work with youth	1	2	3	4	5	6	7	8	9	10
Fulfilling obligations	1	2	3	4	5	6	7	8	9	10
Sense of humor	1	2	3	4	5	6	7	8	9	10
Temper control	1	2	3	4	5	6	7	8	9	10
Ability to follow-through	1	2	3	4	5	6	7	8	9	10
Enthusiasm	1	2	3	4	5	6	7	8	9	10
Trustworthiness	1	2	3	4	5	6	7	8	9	10
Ability to get along with others	1	2	3	4	5	6	7	8	9	10
Tactfulness	1	2	3	4	5	6	7	8	9	10
Leadership ability	1	2	3	4	5	6	7	8	9	10
Spiritual/Faith Maturity	1	2	3	4	5	6	7	8	9	10
Friendliness	1	2	3	4	5	6	7	8	9	10
Willingness to serve others	1	2	3	4	5	6	7	8	9	10

Verbalizing their faith	1	2	3	4	5	6	7	8	9	10
Self motivating	1	2	3	4	5	6	7	8	9	10

Narrative Report

Please state briefly specific instances in which you have observed the applicant's behavior as it applies to any of these items. If you lack personal knowledge on a given topic, please say so.

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

2. Would you be willing to hire this person to work in any of the positions he/she is considering for at Covenant Park Bible Camp? Yes No
Please explain why. _____

3. I expect the applicant's work to be (circle one): SUPERIOR GOOD AVERAGE POOR

4. Would you be willing to place your child under the applicant's direct influence and care? Yes No
Please explain why. _____

5. Maturity of judgment. How does this person react in stressful situations, i.e. making decisions?

6. Dependability. Can he/she be relied upon? Does this person weaken in absence of supervision?

7. Faith / Knowledge of God and His Word. Would this person be ready to teach/counsel/answer questions about God/Christianity/The Bible?
Please take time to give us insight into this aspect of who they are.

8. In what ways have you seen the applicant grow in their faith in the last year? _____

9. From your observation of the applicant, please list:
Three Strongest Points: _____
Three Weakest Points: _____

10. Are you recommending the applicant because of: (check one)
 What he/she can contribute to Covenant Park Bible Camp What Covenant Park Bible Camp can do for him/her Both

11. I recommend I do not recommend this person for a summer staff position. (check one)

12. Please provide any additional comments you feel will help us consider this applicant:

If you feel there is additional information that would be best communicated over the phone; please check this box.
A Covenant Park Bible Camp representative will contact you.

Signature _____ Date _____ Title _____

Organization _____ Phone () _____ (W) _____

If you have any further questions or concerns regarding this reference form, please call the office at 218.389.6398 or email kaela@covenantpark.org. Thank you for your time!

** Federal law gives applicants the option to waive their rights to see specific letters of recommendation. If the applicant has not signed the waiver statement on the reverse side, we will assume that you are giving the information with full knowledge that the applicant may see it. If the above waiver is signed, the information will remain confidential.

Applications are not processed until all references have been returned. Please return promptly to:
Covenant Park Bible Camp Attn: Michaela Strom | 3402 Covenant Park Road | Mahtowa, MN 55707

218.389.6398 | kaela@covenantpark.org | www.covenantpark.org