

Snowbird Wilderness Outfitters

Summer Camp 2010 Dates

Application due date:

February 19th

**applications will be processed in the order they're received (you will be notified by March 5th if you're hired)

Staff orientation weekend:

April 9th-11th

**Mandatory:
Staff Training:**

May 17th-30th

First Day of Camp:

May 31st, 2010

Last Day of Camp:

July 31st, 2010

*** READ ***

You will have off from lunch on Saturday afternoon until Monday morning all summer long. We want you back at camp on Monday morning.

Dear Prospective Staff Member,

This application is rather lengthy. The material covered will give us an in-depth look at where you are in your own journey of growth and discipleship. Sadly, camp ministry has been plagued by a label of anti-intellectualism over the years. This is a result of emotional evangelicalism that I believe has been innocent in intent, but nevertheless destructive to the platform from which we have been given to minister to students. Too often, students are brought to places like SWO, where they are entertained, coerced, pleaded with, and persuaded only to go home and realize after a couple of weeks in their "real" world that their camp experience was just that – an experience – and nothing more. We must lead students to a place where they understand their predicament before a Holy God and where they are confronted with the truth that taking up our crosses in this culture is not "fun," or "catchy," or competitive toward society. Christianity is not some sort of an alternative lifestyle. Rather, it is an abandoning of all and a pursuit of The Holy – The Truth.

We want to be a ministry who spreads to students a passion for the glory of

God in everything and equips them to pursue that end. We want to be a staff that reflects that passion and pursuit in our own lives. We are not here to be popular, funny, athletic, or cool. God will use the tools He has given us in whatever way He chooses, but we must be a people who pursue the knowledge of God in Christ. If we are passionately pursuing Christ in all things, there will be no need to fabricate ministry because the overflow of our lives lived in the Spirit will be the reservoir out of which we minister and our knowledge of God will be real and experiential.

This application is not a pass or fail test, but it should be taken seriously, and completed as such. We want to have a good idea of where you are when you come here, so that we can better prepare for the weeks of staff training. Don't be intimidated! Be real. Be honest. Be diligent. Do the very best you can, so that now in the very earliest stages of your ministry at SWO, you do all things to the glory of God. (I Corinthians 10:31)

By completing this application, you are committing to 11 weeks of summer camp. If you are hired, you will be required to work ALL 11 weeks of summer camp! Please keep this in mind as you are praying about this position. Know that we are praying for you as you go through this application. We know God will use it to stretch and grow you. Contact us if you need anything. Thanks.

Brody Holloway

Cell # 828-361-3871

brody@swoutfitters.com

Office Use Only:
Date Received: _____
Interview Call: _____
Hiring Status: _____

Staff Application 2010

Position Application: Summer Staff _____ Missions Staff _____ Other _____

Full Name: _____

Permanent Address: _____ School Address: _____

Home/Dorm Phone: () _____ Cell Phone: () _____

Primary Email Address: _____

SWO Application 2010 Part 1

Personal Information

Birthday: _____ Age: _____ Sex: _____

Social Security Number: _____ - _____ - _____

Marital Status: _____ Single _____ Married _____ Divorced _____ Engaged _____ Separated

Shirt Size: _____ Small _____ Medium _____ Large _____ XLarge _____ XXLarge

Driver's License Number: _____ State Issued: _____

Any points on your record (if yes, please explain):

Parent's Name(s): _____

Address (if different from above): _____ Phone Number: _____

List Siblings:

Name	Age	Birthdate
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_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Home Church: _____ Church Phone: _____

City: _____ State: _____

Pastor's Name: _____ Phone: () _____

Youth Pastor's Name: _____ Phone: () _____

What different denominations have you been a part of? : _____

General Information:

Please feel free to add any additional comments concerning the following items.

Do you use any form of tobacco? Yes No

Do you drink alcoholic beverages? Yes No

Do you use any form of illegal drugs? Yes No

Has your driver's license ever been suspended? Yes No

Have you ever been treated for chemical dependency? Yes No

If yes, please elaborate

Have you ever been convicted of any violation of the law or been incarcerated?

Yes No If yes, please elaborate

Are there any facts or circumstances that would call into question your being entrusted with the supervision, care, or guidance of children and teens?

Yes No If yes, please elaborate

Health:

To the best of your knowledge, are there any health reasons that would limit your ability to perform any of the functions for the job for which you are applying?

Yes No If yes, please elaborate

General Health: Poor Fair Good Excellent

Physical Stamina: Poor Fair Good Excellent

What was the date of your last physical examination? _____

Education: (fill out all that applies to you)

High School: _____

Grade Completed: _____

Year of Graduation: _____

College: _____

Year of Graduation: _____ Major: _____

College: _____

Year of Graduation: _____ Major: _____

Other Schools Attended: _____

List any organization that you have been a part of, including office/position held, length of time involved, and the name and contact information of the leader. Feel free to use the back of the page if necessary.

List any hobby, interest, award or honor that might qualify you for a position at SWO. Feel free to use the back of the page if necessary.

Work/Employment History:

Please list your most recent employers, starting with the most recent

Company: _____ Dates Employed: _____

Position: _____ Supervisor: _____ Phone: _____

Describe your responsibilities:

Reason for leaving:

I would rate my performance as:

___ Poor ___ Fair ___ Good ___ Excellent

Company: _____ Dates Employed: _____

Position: _____ Supervisor: _____ Phone: _____

Describe your responsibilities:

Reason for leaving:

I would rate my performance as:

Certifications:

Indicate any certification held and give dates of expiration

(i.e. Life Guard, CPR, First Aid)

Certification	Date of Expiration
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Camp Experience:

As a camper:

Camp Name: _____ Years Attended: _____

Camp Name: _____ Years Attended: _____

Camp Name: _____ Years Attended: _____

As an employee

Camp Name: _____ Years: _____ Position: _____

Camp Name: _____ Years: _____ Position: _____

Ministry Experience:

Ministry: _____ Years: _____ Position: _____

Ministry: _____ Years: _____ Position: _____

Ministry: _____ Years: _____ Position: _____

SWO Application 2010 Part 2

Spiritual Growth: (ANSWER ON A SEPARATE SHEET OF PAPER)

1. Describe how you became a Christian and the steps of growth in your spiritual life.
2. At this time in your life what do you feel God is preparing you to do?
3. What is your response to the following authority relationships?
 - a. Parents
 - b. Employers
 - c. Government Officials
 - d. SWO Leadership
4. How do you study the Word of God? How often?
5. What are you learning right now and how is it being applied in your life?
6. What has been your largest battle been with since you became a believer? How have you sought accountability in this area? (*be specific, don't just say "pride"*)
7. In the past year, what has been the biggest area of spiritual growth in your life?
8. Are you currently being disciplined by anyone?
9. Are you currently discipling anyone?
10. Why do you want to work at SWO?
11. If accepted, what do you feel will be the most difficult challenge for you?
12. Are you currently dating/pursuing a relationship with anyone? (This doesn't affect whether or not you are hired)

Doctrine: (ANSWER ON A SEPARATE SHEET OF PAPER)

1. Explain, in detail, using Scripture, the following doctrinal topics. In addition to describing each topic answer the questions:
What role does the work of Christ on the cross play in this? And, what role does the Holy Spirit's play in this?
 - a. Salvation
 - b. Regeneration
 - c. Justification
 - d. Sanctification
 - e. Imputation of
 - i. Sin
 - ii. Righteousness
 - f. Glorification
2. Explain your understanding of the function of the church. What are our responsibilities in terms of seeking and maintaining community? Are we Scripturally accountable to one another for intercession, accountability, and the development of genuine relationships? Explain.
3. Explain the Biblical mandate for:
 - a. Baptism
 - b. Communion
4. Explain the following in detail, using Scripture:
 - a. Hell
 - b. The Security of the believer (i.e. "once saved, always saved", falling from Grace)
 - c. Define the Gospel (and don't just put "good news")
 - d. The significance and importance of the virgin birth of Jesus
 - e. The indwelling of the Holy Spirit (specifically when this happens)

Relationships: (ANSWER ON A SEPARATE SHEET OF PAPER)

1. In your own words, explain your view of marriage, and premarital relationships.
2. What guideline do you have for relationships outside of marriage?
3. What is your view on dating, courtship, and betrothal?
4. Describe how we as believers are to pursue someone of the opposite sex.
5. Have you ever felt like you were a part of a healthy Christian community? If yes, describe.

Apologetics: (ANSWER ON A SEPARATE SHEET OF PAPER)

1. Give proofs for the existence of God without using the Bible.
2. With Christianity holding such strong claims of exclusivity (meaning there isn't any other way to God) what can you say about all the other religions in the world? How do we know that it's right?
3. How could God allow so much evil and suffering in the world?
4. How can we know that the Bible is 100% true?
5. What is your purpose? Explain.

Snowbird Wilderness Outfitters

STATEMENT OF FAITH

Mission Statement

Our mission is to use outdoor recreation as a vehicle for reaching students with a clear presentation of the Gospel of Christ, and to create a unique forum for teaching and discipleship. Our goal is to help students develop a healthy relationship with God. This will enable them, in turn, to develop meaningful, healthy, real relationships with their families and their peers. Our ministry is to those who attend camp, to our local churches and community, SWO Staff, to those beyond our borders, and to the “uttermost parts of the earth”. It is to share with them the message of salvation in Christ and to exemplify His message through our lives.

Vision Statement

Snowbird Wilderness Outfitters strives to build up the Body of Christ and create opportunities for evangelism and discipleship. We endeavor to effectively use the talents and gifts God has entrusted to us, including those who work alongside us; always remembering that we are accountable for all resources given to this ministry.

Doctrinal Statement

1. The Bible is the Word of God, written by men, divinely inspired of God and is sufficient for salvation, for trusting him completely, and for obeying him faithfully. (2 Tim 3:16-17, Deut 4:2; Prov 30:5-6; Psalm 119; 1 Peter 2:1-3)
2. God eternally exists in three persons, the Father, the Son, and the Holy Spirit. Each person is fully God, and there is one God. (Deut 6:4; Matt 28:19; 2 Cor 13:14; Eph 4:4-6; 1 Peter 1:2; Jude 20-21)
3. Man, created in the image and likeness of God, fell into bondage of sin through the temptation of Satan. Now, because of the inherited sin nature handed down to all of mankind because of Adam’s sin, human beings are spiritually dead and in need of a Savior. (Gen 1:26-27; Gen 5:1-2; Gen 3; Romans 3:9-19; Romans 5:12-19; Eph 2:1-2)
4. Salvation of sinners is wholly by grace through the atonement of our sins by Jesus Christ, who by the Holy Spirit was born of the virgin Mary and took upon Himself our nature, yet without sin, fully God and fully man. (Eph 2:8-9; Heb 2:17; 4:15; Luke 1:26-37; Phil 2:5-11; 1 Cor 15; 2 Cor 5:11-21; 1 Peter 2: 22-25)
5. The blessings of salvation are offered freely to all who by repenting put their faith in Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. Salvation is impossible apart from Jesus Christ. All true believers endure to the end by the power of God. (Matt 10:22; John 1:11-14; 3:16,36; 10:27-29 Acts 2:21; 4:12; 16:31; Rom 3:23-25; 10:9-10; Acts 20:21; 2 Cor 7:9-10; Phil 1:6; Heb 3:14; 1 Peter 1:5; 1 John 1:9)
6. The Lord Jesus Christ, who was resurrected from the tomb and ascended into Heaven, will visibly and powerfully return to earth in power and glory. After this there will be a final judgment for all mankind, the righteous to eternal life and the unrighteous to eternal punishment. (Matt 25:31-46; 28:5-7; John 14:3; 1 Thess 4:16; Acts 1:7-11; Rev 1:7; 20:11-15)

SWO Applicant Application Release

I, _____ understand that by signing my name below I am affirming the following:

- I have read the enclosed Statement of Faith of Snowbird Wilderness Outfitters, Inc. and agree with the statement in its entirety and if hired I will strive to live my life according to the principles established in the Snowbird Wilderness Outfitters Statement of Faith.
- The information contained in this application for employment is accurate. I also understand that (1) any false information given in this will result in its cancellation and, if I am employed by Snowbird, may be cause for immediate dismissal; (2) employment is subject to satisfactory reference and employment checks and verification of employment; (3) employment is subject to compliance with the requirements of the Immigration Reform and Control Act of 1986.
- If hired, I am committed to working 11 weeks of summer camp beginning May 17, 2010 and ending on July 31, 2010.
- I have completed all 4 parts of this application. (Personal Information, Spiritual Overview, References, and Application Release)

I, _____ give Snowbird permission to verify any information in this application by contacting any person or organization to obtain information concerning me. I release and agree to hold harmless from liability any person or organization (whether listed in this application or not) who provides information or reference about me to Snowbird, its employees, or agents. I, _____ also hereby release and agree to hold harmless Snowbird, its directors, officers, and employees with respect to the obtaining of such information about me. I waive any and all rights I might have to inspect the references provided on my behalf.

I declare under penalty of perjury under the laws of the state of _____ that the foregoing information is true and correct.

I give SWO permission to perform a federal background check on me.

_____ (signature)

Signed this _____ day of _____, in the year of _____,

In _____ (city), _____ (state).

(Signature of Applicant)

SWO Application 2009 Part 4

References:

Included in this application packet are three reference forms. Please see that the correct people receive the appropriate forms, read the reference letter, and also give them envelopes addressed to Snowbird, to make it easier for them to comply.

These reference forms are clearly marked regarding who should be filling them out. After filling out the proper form then **your reference** should mail it to the Snowbird office in the (stamped) envelope that you provide for them.

Be sure to fill out the top portion of each reference form before you give it to your reference.

**Make sure that the people are willing to fill out the forms for you.*

***Your application cannot be considered until all three reference forms have been received. Please follow up on your references to make sure they send the forms to us in the mail.*

1. Acquaintance Reference - This person should be an adult such as a teacher, coach, friend of the family, etc. They should know you pretty well. For instance, try to choose a person who has known you for a few years... Hint... this is a plus when recruiting references who can give positive comments about you!
2. Employer Reference - This person should be the person whom you are currently working for, or a previous employer who can help give insight on your strengths and weaknesses in a working environment!
3. Pastor Reference - This person should be your pastor, youth pastor, or ministry leader who KNOWS you well enough to help shed some light on your personality, spiritual giftedness, and other unique things about you.

Snowbird Wilderness Outfitters

Dear Reference

I appreciate the fact that you are taking time to put your own investment into this prospective ministry staff member, and the time they may spend at SWO. We have a desire for the glory of Jesus Christ in all that we do, and that passion pours into the way we minister to staff and students. For 11 weeks we will yield areas of specific ministry to our summer staff. What we have committed our whole lives to will certainly be imprinted by the staff we hire for these 11 weeks. This will be an imprint with eternal implications.

We will be held accountable for how we hire, train, and lead this group of staff members. You are a huge part of this. Please take the time to pray over this recommendation form. Be honest and show no favoritism. We need a clear picture of where this person is when they arrive here.

You have insight and experience that will be invaluable.

We have been praying for our summer staff 2010 for months. We know God will assemble the right team. Please be sensitive to this and know that our gratitude to you is deep. Thank you for your time and sincerity.

Brody Holloway

Camp Director

Snowbird Wilderness Outfitters

brody@swoutfitters.com

Snowbird Wilderness Outfitters

Acquaintance Reference:

Name of Applicant: _____

Position desired: Summer Staff Missions Staff Servant Team

1. How long have you known the applicant?
In what capacity?
2. Do you feel that the applicant gets along with people well? Explain.
3. Does the applicant possess a willingness to learn? Explain.
4. Does the applicant possess leadership ability?
 - a. ____ makes no effort to lead
 - b. ____ tries but lacks ability
 - c. ____ leads when required to
 - d. ____ good ability
5. Describe the applicant's emotional temperament.
 - a. ____ over-responds emotionally
 - b. ____ tends to be moody
 - c. ____ sometimes well balanced
 - d. ____ balanced and controlled in most circumstances
 - e. ____ well balanced
6. Describe the applicant's personality.
 - a. ____ shy and withdrawn
 - b. ____ reserved
 - c. ____ average
 - d. ____ outgoing
 - e. ____ extrovert
7. Please grade the applicant on the following characteristics and traits: (1) weak in that area, (2) average, (3) above average, (4) superior. Additional comments would be appreciated.
 - a. ____ Organizational skills
 - b. ____ Dependability
 - c. ____ Tactfulness
 - d. ____ Stamina
 - e. ____ Judgment
 - f. ____ Honesty and personal integrity
 - g. ____ Punctuality
 - h. ____ Attitude toward hard work
 - i. ____ Friendliness
8. Are there any tendencies or traits which you feel might reduce the effectiveness of the applicant in a Christian camping program?

9. Do you recommend the applicant as a member of our summer staff? Explain.

10. Would you want your child placed under the direct charge and influence of this individual for a good percentage of each day? Explain.

Any Additional Comments:

Would you supply us with the name, address, and phone number of another person who knows the applicant well and from whom we might get additional information?

- I have read the letter attached and understand my responsibility in helping Snowbird hire staff members for summer 2010.
- I have reviewed my recommendation for _____ and believe it to be the best and accurate overview of said applicant.

Reference Name (Print): _____ Date: _____

Reference Signature: _____

Phone: _____ Address: _____

email: _____

Thank you for your time and effort in filling out this form.

Please mail to: Snowbird Outfitters

Staff Application

75 Mae Johnson Way

Andrews, NC 28901

Snowbird Wilderness Outfitters

Dear Reference

I appreciate the fact that you are taking time to put your own investment into this prospective ministry staff member, and the time they may spend at SWO. We have a desire for the glory of Jesus Christ in all that we do, and that passion pours into the way we minister to staff and students. For 11 weeks we will yield areas of specific ministry to our summer staff. What we have committed our whole lives to will certainly be imprinted by the staff we hire for these 11 weeks. This will be an imprint with eternal implications.

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Brody Holloway
Camp Director
Snowbird Wilderness Outfitters
brody@swoutfitters.com

Snowbird Wilderness Outfitters

Employer Reference:

Name of Applicant: _____

Position desired: Summer Staff Missions Staff Servant Team

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

2. Do you feel that the applicant gets along with people well? Explain.

3. Does the applicant possess a willingness to learn? Explain.

4. Does the applicant possess leadership ability?
a. ____ makes no effort to lead d. ____ good ability
b. ____ tries but lacks ability
c. ____ leads when required to

5. Describe the applicant's emotional temperament.
a. ____ over-responds emotionally d. ____ balanced and controlled in most
b. ____ tends to be moody circumstances
c. ____ sometimes well balanced e. ____ well balanced

6. Describe the applicant's personality.
a. ____ shy and withdrawn d. ____ outgoing
b. ____ reserved e. ____ extrovert
c. ____ average

7. Please grade the applicant on the following characteristics and traits: (1) weak in that area, (2) average, (3) above average, (4) superior. Additional comments would be appreciated.

- a. ____ Organizational skills
- b. ____ Dependability
- c. ____ Tactfulness
- d. ____ Stamina
- e. ____ Judgment
- f. ____ Honesty and personal integrity
- g. ____ Punctuality
- h. ____ Attitude toward hard work
- i. ____ Friendliness

8. Are there any tendencies or traits which you feel might reduce the effectiveness of the applicant in a Christian camping program?

9. Do you recommend the applicant as a member of our summer staff? Explain.

10. Would you want your child placed under the direct charge and influence of this individual for a good percentage of each day? Explain.

Any Additional Comments:

Would you supply us with the name, address, and phone number of another person who knows the applicant well and from whom we might get additional information?

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Brody Holloway

Camp Director

Snowbird Wilderness Outfitters

brody@swoutfitters.com

Snowbird Wilderness Outfitters

Pastor/Youth Pastor Reference:

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