



**Luther Heights  
Bible Camp**

www.lutherheights.org

**Rev. Eric Olsen**

*Camp Pastor / Director*

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PO Box 389

Shoshone, ID 83352

(208) 886-7657

**Jon Davidson**

*Program Director*

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707 W. Fort Street

Boise, ID 83702

(435) 452-1919

## Summer Staff Application Luther Heights Bible Camp

Applications may also be completed on-line at: <http://lutherheights.org/work-at-camp.php>

Thank you for expressing interest in becoming part of the **Luther Heights Bible Camp staff**. It is a great opportunity for you to live out a concern for others, share the Gospel story of Jesus Christ, and to develop life-long friendships with others who also share in the desire to give of themselves in a Christian camping environment.

Since 1952, Luther Heights has served youth and adults from all backgrounds, helping them to better know themselves, and to live creatively in community while experiencing God's love. The ministry we are about asks us to give a great deal of time, patience, prayer and sweat. Our staff is the most important component of the ministry at Luther Heights Bible Camp.

If you desire to be a part of a Christian community and to be a role model to youth, we encourage you to read the enclosed information and complete the application. Attached is information about who we are, our goals, brief job descriptions, and salary information.

We would be happy to consider you for a summer staff position. To apply, please complete the following steps:

1. Complete the SUMMER STAFF APPLICATION FORM. **We must receive all applications by February 28.**
2. Give the REFERENCE QUESTIONNAIRES to three people who can comment on your behalf. Explain the nature of the position that you are applying for and ask them to return the questionnaire directly to the camp office **no later than February 28**. If you have previously worked at another camp, your former Director or direct supervisor must be one of the references.
3. INTERVIEW. In February we will visit a number of college campuses to interview prospective staff members in-person. It is important that every effort be made to schedule an interview with the opportunity to meet "face-to-face". If this is absolutely not possible, phone interviews are acceptable, but not preferred. You are responsible for setting up a phone interview. All interviews must take place on or before March 1.

We will offer positions after application files are complete and applicants have been evaluated. Priority may be given to those applicants with lifeguard certification. If you have questions, please call (208) 886-7657.

We will be in touch with you as soon as possible in regards to staff decisions. We look forward to meeting with you. Thank you for your interest in Luther Heights Bible Camp.

Your Servants in Christ,

**Climb Higher.**

**Dig Deeper.**

**Grow Closer**

Eric Olsen  
Camp Pastor/Director

Jon Davidson  
Program Director

## OUR MISSION

*“Through safe and amazing experiences, Luther Heights Bible Camp proclaims the Gospel, builds faith and strengthens the body of Christ.”*

**Luther Heights is located** in a beautiful valley of the Sawtooth National Recreation Area, about 40 miles north of the resort town of Sun Valley, Idaho. The area is rightly named for its rugged mountains and jagged peaks. Luther Heights is only a short walk from two pristine mountain lakes, Alturas and Perkins. Both of these lakes are enjoyed for swimming, canoeing and beach activities. The site of Luther Heights is nestled up against the Sawtooth Mountain range and looks out onto a large meadow, annually colored by wildflowers. The atmosphere and aesthetic is rustic, yet charming.

**Our schedule** runs from late May through the middle of August. Most staff positions are from June through August. All full-time summer staff are **expected to participate and complete staff training, the first 2 weeks of June**. Typically, 24 hours of time-off will follow each camp session. *All staff should expect to be on duty one weekend during the summer.*

### SUMMER PROGRAMS

- Day Camp, 1<sup>st</sup>- 6<sup>th</sup> grade
- Introduction to Camp, 1<sup>st</sup>-3<sup>rd</sup> grade
- Junior Camp, 4<sup>th</sup>-6<sup>th</sup> grade
- Intermediate Camp, 7<sup>th</sup>-8<sup>th</sup> grade
- Senior High Camp, 9<sup>th</sup>-12<sup>th</sup> grade
- Canoe Camp, 7<sup>th</sup>-8<sup>th</sup> grade
- Trails Camp, 7<sup>th</sup>-8<sup>th</sup> grade
- Backpacking Camp, 9<sup>th</sup>-12<sup>th</sup> grade
- Senior High Adventure Camp, 9<sup>th</sup>-12<sup>th</sup> grade
- Family Camp
- Mother and Daughter Canoe Camp
- Father and Child Backpack Camp
- Servant Events

### THE COMMUNITY OF LUTHER HEIGHTS BIBLE CAMP

In all of our positions we hire women and men who are committed to Jesus Christ. We seek to create a community of acceptance, respect, and care that is uplifting to all—campers and staff alike.

It is essential for all persons on staff at Luther Heights to have a desire to create such a community in order to minister to those who come to camp for a Christ-centered experience. Living out God’s love is the challenge placed before all of us. This challenge orients us beyond ourselves to those in our midst and results in the focus being centered on others.

We ask our staff to be open, sensitive, and adaptable to various people and situations. Summer staff carry a great deal of responsibility, so maturity in judgment and character are essential qualifications. Also, the pace throughout the summer is fast, therefore it is important that staff be well rested and in good physical condition for a tremendous summer in the mountains.

## AVAILABLE POSITIONS

**Camphand** (*at least a high school Sophomore or 14 years of age, preference given to older applicants*): Duties include washing dishes, general cleaning and other support staff responsibilities. Hired for a two-week period, which includes volunteer training hours. Room and Board plus \$90 a week, after volunteer training. Dates vary.

**Counselor in Training** (*at least high school senior, 18 years old, 1-2 positions*): During weeks of Day Camp you will lead a small group of campers. During on-site sessions you will work with a counselor: Bible study, games, hikes, skits, worships, etc. It is an opportunity to build your counselor skills and to give yourself to the ministry of Luther Heights. Room and Board plus \$90.00 a week.

**Counselor** (*minimum of one year of college*): Live in cabin with 4-10 youth. Lead a family/cabin group. You will be responsible for leading these groups in program, Bible Study, worships, games, overnights, devotions, work projects, etc. You will assume responsibility for the safety, health, social & spiritual growth of your campers. You will spend three to four weeks on Day Camp staff. Room and Board plus \$2,400 for 10 weeks or \$240 a week.

**Program Coordinator** (*at least 21 years of age preferred, will be combined with Counselor Position, 2-3 positions*): Responsible for supervision of Staff/Program at Day Camps and or Servant Events. Needs maturity, good communication, interpersonal skills, and leadership ability. Room and Board plus \$2,400 or \$240 a week.

**Assistant Cook** (*minimum of one year of college, 2-3 positions*): Directly responsible to the Head Cook. Assist in food preparation and other kitchen duties. Room and Board plus \$2,400 for 10 weeks or \$240 a week (salary is negotiable according to experience).

**Head Cook** (*at least 21 years old, large group cooking experience and menu planning helpful*): Responsible for preparation of all meals, plan menus with the Assistant Director and supervise staff assigned to the kitchen area. Meals will be served family style with between 40-130 per-meal. Must monitor food inventory and together, with the Assistant Director, order as needed for efficient, cost-effective use. Responsible for maintaining clean and sanitary food service. Room & Board plus salary (salary is negotiable according to experience).

**Maintenance:** (*at least 21 years old.*) Provides general maintenance of the grounds, buildings, and equipment at Luther Heights according to our policies and procedures. Daily waste collection, water system monitoring, supervision of camper/staff work projects, camp vehicle maintenance, driver, maintenance supplies monitor. Experience with carpentry, plumbing, etc. helpful. Room & Board plus salary (salary is negotiable according to experience).

**Health Professional/Nurse:** (*at least 21 years of age preferred, 1 position*) Supervise health care and screening of campers and staff; maintain health records and inventories of medical supplies. Receive, store and dispense all camper medications on-site program, and supervise medication procedures with off-site programs. Assist in preparing and training other staff in health care responsibilities. Supervise infirmary. Prepare first aid kits for trails. Preference given to RN's and Graduate Nurses. Room and Board plus \$240 a week. **\*PLEASE USE HEALTH PROFESSIONAL APPLICATION\***

**Office & Retreat Manager** (*minimum of one year of college, 21 years of age preferred, 1 position*;) Manage the camp office and serve as a weekend retreat host. Responsibilities include: answering the phone, greeting guests, tracking of registrations, deposits, computer data entry, camp photographer, develop multi-media presentations each week, supervise the operation of the camp store, register campers, drive campers/staff to horseback rides, and other related office work. Room and Board plus \$2,300 for 10 weeks or \$230 a week.

## **SALARY AND BENEFITS**

Staff salaries are designed to be as uniform as possible, though consideration is given to experience and the responsibilities involved for each position. Generally, a person is employed with a single job description although there may be some variance due to the needs at Camp.

Staff have access to laundry facilities on-site and may use it during hours off.

**Bonuses.** Modest increments are added to staff salaries for experience and certifications (which must be current for the entire season). They are as follows:

- For each year of experience as a full season staff at Luther Heights = \$100
- Current Lifeguard certification = \$100.00

*Staff with special responsibilities or skills may receive additional increments.*

## **DEDUCTIONS**

Luther Heights is required to withhold from salaries for state income taxes, federal income taxes (when employee is not exempt), and social security taxes. Deductions from salary are made for days of work missed in excess of sick days and personal leave.

## **INSURANCE**

Staff persons are covered by a Camper/Staff Accident & Health policy with excess coverage only, meaning that your insurance is primary. Minor medical expenses up to \$25.00 are covered.

## **COLLEGE RECRUITING SCHEDULE**

Each winter, Luther Heights embarks on a tour of colleges to interview potential staff members. The application process involves an interview, reference checks, and the completion of the application. It is important that every effort be made to schedule an interview with the opportunity to meet one another in person. If this opportunity is absolutely not possible, phone interviews are acceptable, but not preferred. **You can find our recruiting schedule on-line at [www.lutherheights.org](http://www.lutherheights.org).**



# Luther Heights Bible Camp

Climb Higher. Dig Deeper. Grow Closer

www.lutherheights.org

Date \_\_\_\_\_

PO Box 389  
Shoshone, ID 83352  
(208) 886-7657

## Summer Staff Application

(Please type or print.)

Name \_\_\_\_\_ SSN \_\_\_\_\_

(Please place an X next to the address you wish information to be sent to.)

School or Current Address \_\_\_\_\_

Street/PO Box City State ZIP

Phone \_\_\_\_/\_\_\_\_/\_\_\_\_ Cell phone \_\_\_\_/\_\_\_\_/\_\_\_\_ Email \_\_\_\_\_

Permanent Address \_\_\_\_\_

Street/PO Box City State ZIP

Phone \_\_\_\_/\_\_\_\_/\_\_\_\_

Parent(s) Name(s) \_\_\_\_\_

Address (if different from above) \_\_\_\_\_

Street/PO Box City State ZIP

Are you currently a student? **YES** or **NO** If yes, where and what year? \_\_\_\_\_

You are under no obligation to answer these three questions. However, your answers will be important to place you in the best and most appropriate work situations.

Male or  Female Date of Birth \_\_\_\_/\_\_\_\_/\_\_\_\_

**POSITION APPLYING FOR:** Mark 1, 2, and 3 in the order of your preference. Refer to the description of staff position.

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Program Coordinator   | <input type="checkbox"/> Maintenance Supervisor | <input type="checkbox"/> Health Professional/Nurse   |
| <input type="checkbox"/> Counselor             | <input type="checkbox"/> Head Cook              | <input type="checkbox"/> Volunteer                   |
| <input type="checkbox"/> Counselor-in-Training | <input type="checkbox"/> Assistant Cook         | <input type="checkbox"/> Office Manager/Retreat Host |

Employment with Luther Heights Bible Camp is expected to be for a full season term (June through mid-August). Please indicate below any foreseen conflicts between any of these dates

### INFORMATION

1. Do you have any health conditions that would affect your job performance or be aggravated while carrying out your job responsibilities? (Information concerning this question will not automatically bar you from employment.)  Yes  No
2. Have you ever been convicted of a felony or misdemeanor?  Yes  No
3. Have you ever been convicted of a child abuse or sexual abuse offense?  Yes  No

**\*\*If "yes" to any of the above questions, please explain on a separate sheet of paper the convictions, dates, and circumstances.**

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**EMPLOYMENT HISTORY** *List work experience beginning with the most recent employment.*

1. Company \_\_\_\_\_ Supervisor \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_  
Job Title \_\_\_\_\_ Dates worked: From \_\_\_\_\_ to \_\_\_\_\_  
Duties/Responsibilities \_\_\_\_\_  
\_\_\_\_\_  
Reason for leaving \_\_\_\_\_
2. Company \_\_\_\_\_ Supervisor \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_  
Job Title \_\_\_\_\_ Dates worked: From \_\_\_\_\_ to \_\_\_\_\_  
Duties/Responsibilities \_\_\_\_\_  
\_\_\_\_\_  
Reason for leaving \_\_\_\_\_
3. Company \_\_\_\_\_ Supervisor \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_  
Job Title \_\_\_\_\_ Dates worked: From \_\_\_\_\_ to \_\_\_\_\_  
Duties/Responsibilities \_\_\_\_\_  
\_\_\_\_\_  
Reason for leaving \_\_\_\_\_

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**EDUCATIONAL BACKGROUND** *List the schools you have attended and the year(s) of attendance, beginning with the most recent.*

- HIGH SCHOOL** Name & Location \_\_\_\_\_  
Years Attended: From \_\_\_\_\_ to \_\_\_\_\_ Subjects Studied \_\_\_\_\_  
Degree/Certificate \_\_\_\_\_
- UNIVERSITY** Name & Location \_\_\_\_\_  
Years Attended: From \_\_\_\_\_ to \_\_\_\_\_ Subjects Studied \_\_\_\_\_  
Degree/Certificate \_\_\_\_\_
- TRADE/OTHER** Name & Location \_\_\_\_\_
- SCHOOL** Years Attended: From \_\_\_\_\_ to \_\_\_\_\_ Subjects Studied \_\_\_\_\_  
Degree/Certificate \_\_\_\_\_

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**CAMPING EXPERIENCE** *List the camps you have attended/worked at and the year(s) of attendance, beginning with the most recent.*

1. Camp \_\_\_\_\_ Director \_\_\_\_\_ Dates \_\_\_\_\_  
Location \_\_\_\_\_ Camper of Staff? \_\_\_\_\_
2. Camp \_\_\_\_\_ Director \_\_\_\_\_ Dates \_\_\_\_\_  
Location \_\_\_\_\_ Camper of Staff? \_\_\_\_\_
3. Camp \_\_\_\_\_ Director \_\_\_\_\_ Dates \_\_\_\_\_  
Location \_\_\_\_\_ Camper of Staff? \_\_\_\_\_

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**CERTIFICATIONS** Please check certifications you currently hold, followed by expiration dates and name of issuing organization.

- |   |   |
|---|---|
| <input type="checkbox"/> Life Guarding _____        | <input type="checkbox"/> EMT _____              |
| <input type="checkbox"/> Standard First Aid _____   | <input type="checkbox"/> Registered Nurse _____ |
| <input type="checkbox"/> Advanced First Aid _____   | <input type="checkbox"/> Adult CPR _____        |
| <input type="checkbox"/> Wilderness First Aid _____ | <input type="checkbox"/> Infant/Child CPR _____ |
| <input type="checkbox"/> WSI _____                  | <input type="checkbox"/> Other _____            |

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**CHURCH MEMBERSHIP** Please list your home church as well as the church you now attend.

1. Home Congregation \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_  
Pastor \_\_\_\_\_ Denomination \_\_\_\_\_
2. Current Congregation \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_  
Pastor \_\_\_\_\_ Denomination \_\_\_\_\_

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**SKILLS AND EXPERIENCES** Tell us about the skills, talents, and experiences you have which will add to your work as a Counselor while serving the ministry of Luther Heights Bible Camp. (*Music, theater, leadership, worship, Bible study, sense of humor, unique personality traits...*)

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**ESSAY QUESTIONS** Please answer the following questions on a separate piece of paper.

1. Why do you want to work at Luther Heights Bible Camp?
2. Tell about a time you felt God used you in ministry - what came natural for you/what was challenging? What are some things you learned from the experience?
3. Who is someone that has influenced your faith? Why did this person have such an impact?
4. What role do you think camping ministry plays in the lives of youth today?
5. How will your faith be communicated and shared with those around you (campers, staff, pastors) this summer?

**SENARIO**

1. How would you handle a camper who has no interest in getting involved with the rest of the cabin group? They seem to have best friends in other cabins so they don't feel the need to cooperate with the cabin, participate in Bible study, or listen to your instruction.
2. How would a handle a first time camper? They came to camp alone, without knowing anyone, and he/she is very shy. You get the sense that he/she gets overwhelmed very quickly and easily gets home sick. Also, at night all he/she wants to do is talk about Mom and Dad.

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**REFERENCES**

*Do not use relatives. You may include pastors and employers. Also, if you have previously worked on a camp staff, your former director should be one of these.*

1. Name \_\_\_\_\_ Relationship \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ / \_\_\_\_\_ Email \_\_\_\_\_

2. Name \_\_\_\_\_ Relationship \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ / \_\_\_\_\_ Email \_\_\_\_\_

3. Name \_\_\_\_\_ Relationship \_\_\_\_\_

Address \_\_\_\_\_

Phone \_\_\_\_\_ / \_\_\_\_\_ Email \_\_\_\_\_

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*To the best of my knowledge, the information contained in this application is accurate. I give Luther Heights Bible Camp (LHBC) permission to ask for my employment references and to give future references in regard to my employment at Luther Heights Bible Camp. If hired I agree to sign a Voluntary Disclosure form and also give permission to Luther Heights Bible Camp (LHBC), and its employees, to conduct an appropriate background check.*

Signature \_\_\_\_\_ Date \_\_\_\_\_

Please mail/email your application to:

Pastor Eric Olsen  
Luther Heights Bible Camp  
PO Box 389  
Shoshone, ID 83352

[eric@lutherheights.org](mailto:eric@lutherheights.org)

Applications may also be completed online at: <http://lutherheights.org/work-at-camp.php>