



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

Michelle Bliss

Program Director

michelle@lutherheights.org

3430 N Maple Grove Rd

Boise, ID 83704

(208) 850-9471

2012 Camphand Application Luther Heights Bible Camp

Thank you for expressing your interest in becoming a part of the community at **Luther Heights Bible Camp**. Being on staff is a great opportunity for you to live out an appreciation for others, share the Gospel story of Jesus Christ, and to develop lifelong friendships with others who also share the desire to give of themselves in a Christian camping environment.

Since 1952, Luther Heights has served young people and adults from all backgrounds and from all places, helping them to better know themselves, to live creatively with others and to experience the greatness of God's love and God's grace for all people. The ministry we are all about asks us to give a lot of ourselves; our time, patience, hugs, thought, prayer and sweat. Our staff is the most important element of our ministry at Luther Heights.

If you are ready for a summer at camp we encourage you to read the enclosed information and complete the application. You **must be at least 14 years of age** to apply to be a Camphand.

Returning Applicants. Please submit three new references and answer the separate set of essay questions. Thank you.

Important.

1. Please complete and return the **staff application by March 16, 2012**. We hire staff as we go. This means that we will offer positions after applications are complete, applicants have been evaluated and we feel confident that they will help serve the ministry of Luther Heights in 2012.
2. You must have **three references**. Your references must be people who know you well, but who are not related to you. When requesting a reference, explain the nature of the position you are applying for and ask that the reference questionnaire be returned directly to the camp office by **Friday, March 16, 2012**. If you have previously worked at another camp, your former Director must be one of the references.
3. Participate in an **interview**.

Thank you for your interest in Luther Heights Bible Camp.

Your Servants in Christ,

Eric Olsen
Camp Pastor/Director

Michelle Bliss
Program Director

**Climb Higher.
Dig Deeper.
Grow Closer.**

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 Sun Valley, Idaho. The area is rightly named for its rugged mountains and jagged peaks. Luther Heights is only a short walk from two beautiful 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 4 through August 17, 2012. All full summer staff is expected to participate and complete staff training, June 2-15, 2012. 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, 1st- 6th grades
- Introduction to Camp, 1st-3rd grades
- Junior Camp, 4th-6th grades
- Intermediate Camp, 7th-8th grades
- Senior High Camp, 9th-12th grades
- Canoe Camp, 7th-8th grades
- Trails Camp, 7th-8th grades
- Backpacking Camp 9th-12th grades
- Family Camp
- Mother and Daughter Canoe 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.

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 each other or those coming to Camp.

We ask our staff to be open and sensitive and to adapt to various people and situations. Staff people 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.

CAMPHAND POSITION

Work period may vary between a 1-3 week period, which includes volunteer training hours. Earning include: room and Board plus \$90.00 a week, after volunteer training. Dates will vary.

Responsible to: Maintenance Supervisor, Program Director, Head Cook, Executive Director, Health Manager and support staff in supervisory roles (APD).

General Responsibility

Being a Camphand is an investment by High School students in service to the camp. It is part of the progression into summer long service in outdoor ministry. Through service and leadership training Camphands will be prepared to serve with the summer long staff. Camphands are technically campers and must therefore be included in all policies that extend to campers, such as supervision when taking medications, appropriate supervision at all times, and remaining onsite unless in the company of two responsible staff members over the age of 18. Camphands are considered campers in terms of dating policies, any dating relationship between a non-LHBC staff member and a Camphand will be considered inappropriate.

Specific Responsibilities

- Kitchen
- Supervision of staff and campers in table clearing and dish washing procedures.
 - Responsible to assist in dishwashing and keep the dish room clean.
 - Responsible for emptying the garbage from the kitchen after each meal and the lodge as needed.
- Lodge
- Responsible for keeping the lodges clean, including sweeping after each meal and daily mopping, as well as ensuring general orderliness of the lodge.
 - Responsible for keeping the lodge stocked with firewood.
- Bathhouses
- Responsible for cleaning all bathhouses, and doing spot checks 3 times a day.
- Program
- Assist counselors when not fulfilling other duties.
 - Assist with recreational programs, including leading programs as determined by Camphand coordinator.
 - Assist in operating the canteen, as well as ensuring the canteen is clean and orderly.

Essential Functions

1. Strength and endurance to maintain constant supervision of campers.
2. Ability to communicate and work with assigned staff members and to live in community.
3. Ability to lift cleaning supplies and deliver them around campsite.
4. Visual and auditory ability to identify and respond to environmental and other hazards related to camp activities.

Mobility, strength, and endurance to do the specific responsibilities listed above.

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.



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Date _____

PO Box 389
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(208) 886-7657

2012 Camphand 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 _____

PLEASE CHECK YOUR WORK AVAILABILITY: *The dates you check are not guaranteed.

June 2-9 (Staff Training)	August 11-17 (Family Camp & White Cloud Mtn. Adv.)
June 9-16 (Staff Training)	August 17-19 (Fly Fishing Retreat)
June 16-23 (Hodia)	August 24-26 (Retreat weekend)
June 23-July 2 (Hodia, Intro, Jr. & Family Camp)	August 31-September 3 (Retreat weekend)
July 4-14 (Family & Sr. High Camp)	September 7-9 (Retreat weekend)
July 15-22 (Junior, Intro Camp & Women's Retreat)	September 14-16 (Confirmation Retreat)
July 22-28 (Intro Camp & Intermediate Camp)	September 21-23 (Confirmation Retreat)
July 29-August 3 (Hodia)	September 28-30 (Sr. High Retreat)
August 5-11 (Junior, Intermediate & JF5K)	

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.

EMPLOYMENT BACKGROUND

List work experience beginning with the most recent employment.

Dates	Employer/Supervisor	Address & Phone	Nature of work	Reason for leaving

EDUCATIONAL BACKGROUND

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

Years	School	Major Subjects	Degree

PREVIOUS CAMPING EXPERIENCE

Dates	Camp & Director	Location	Camper or Staff?

CERTIFICATIONS

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

Life Guarding		EMT	
Standard First Aid		Registered Nurse	
Advanced First Aid		Adult CPR	
Wilderness First Aid		Infant/Child CPR	
WSI		Other	

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

Home Congregation & Pastor	Denomination	City	State
School Congregation & Pastor	Denomination	City	State

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 _____

SKILLS AND EXPERIENCES

Tell us about your skills, talents, and experience you think will add to your job as a Camphand and in serving the ministry of Luther Heights Bible Camp. (*Music, theater, leadership, worship, Bible study, sense of humor, unique personality traits...*)

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. How would you define a "hard working" individual?
3. Where do you see God at work in your life and in the world today?
4. Do you consider yourself to be more of a leader or a follower? Why?
5. How are you currently involved in your community, at school and at home?

ADDITIONAL QUESTIONS FOR RETURNING STAFF:

1. What was the most significant thing you learned from your experience at Luther Heights last summer?
2. Why do you want to return? How might this summer be different than past summers?

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 your application to:

Pastor Eric Olsen
Luther Heights Bible Camp
P.O. Box 389
Shoshone, Idaho 83352

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To be completed by the Applicant:

Name _____ Position applying for _____

Please sign and date the option of your choice:

I wish to have access to this reference questionnaire: It WILL NOT be confidential.

Signature _____ Date _____

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The person named above has applied for the indicated position(s) on the Luther Heights Staff, and has given your name as a reference. We would appreciate your help in evaluating this person's potential for working in the Luther Heights ministry. Thanks for your sincere and candid appraisal of this person's character and ability.

1. How long, how well and in what capacity have you known the applicant?

In each item below, please check the phrase(s) that most accurately describes the applicant's usual behavior with regard to that trait.

2. Leadership: How does this person direct and influence others in group work?

- Poor leader; incapable of directing or working with others
- Usually follows the lead of others
- Normally successful in directing and leading others
- Exceptional leader; inspires others to desired line of action

3. Cooperation: How well does this person work with others in a group?

- Cooperates grudgingly; makes trouble; obstructs group efforts
- Cooperates somewhat, but tends to chose own interests over common good
- Cooperates actively; helps things run smoothly
- Exceptionally successful in working with others and inspiring confidence

4. Improvement: How does this person react to suggestions/criticisms by others?

- Takes criticisms as a personal insult; resents suggestions
- Listens to suggestions but often acts without considering them
- Follows suggestions willingly when appropriate
- Asks for criticisms and suggestions

5. Responsibility/trustworthiness: How responsible is this person?

- Irresponsible even under supervision
- Usually needs detailed instructions with regular checks
- With close supervision will do satisfactory work
- Carries out routine activity on own responsibility
- Exceptionally able to accomplish work without close supervision

6. Depth of conviction: How does he/she put principles/convictions into action.

- Displays a seriously under-developed system of values
- Holds convictions, but fails to carry them out under adverse conditions
- Acts according to convictions under normal circumstances
- Carries out convictions constantly and boldly, even in the face of obstacles

continued

7. Persistence: How well does this person follow through on tasks?

- Needs much prodding to complete work
- A bit indifferent unless deeply interested; may not finish task
- Completes assigned tasks of own accord
- Industrious, energetic, dependable at all times
- Unusual perseverance; does more than expected

8. Stability: How well does this person control his/her emotions?

- Easily depressed, irritated, or elated
- Tends to over-respond (to stress, good fortune, etc.); over-emotional
- Usually well balanced
- Excellent balance of both responsiveness and self-control
- Tends to be unresponsive; apathetic
- Has difficulty expressing emotions

9. Maturity of judgment: How does this person make decisions?

- Immature; untrustworthy in situations of stress
- About average for his/her age in judgments made
- Above average; can always be counted upon to use good common sense
- Exceptionally mature; decides wisely and prudently, even under stress

10. Suitability as a church camp staff person: Rate this person by circling a number from one to ten:

Poor prospect 1 2 3 4 5 6 7 8 9 10 Truly exceptional

11. Any comments you can make on the following items or others of your own choosing would be appreciated: Other significant strengths, weaknesses; Christian character and commitment; Ability to articulate his/her faith; theological perspective and/or "style."

Signature _____ Print name _____

Mailing address _____

Telephone _____ Date _____

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Please complete reference form and return **by Friday, March 16th** to:

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