



Luther Heights Bible Camp

www.lutherheights.org

Rev. Eric Olsen

Camp Pastor / Director

eric@lutherheights.org

PO Box 389

Shoshone, ID 83352

(208) 886-7657

Program Director Application Luther Heights Bible Camp

Thank you for expressing an interest in the Program Director position and becoming part of the **Luther Heights Bible Camp Staff**. It is a great opportunity for you to live out your concern for others, share the Gospel story of Jesus Christ, and to develop many lasting relationships with others who 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 about asks us to give a great deal - time, patience, hugs, thought, prayer and sweat. Our staff is the most important component of the ministry that we do at Luther Heights.

Our Mission at Camp is: *"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 the beautiful Sawtooth National Recreation Area about 40 miles north of Sun Valley, Idaho. Camp is within a short walk of both Alturas and Perkins lakes. Our site is built next to a hillside nestled between the evergreens of the SNRA and a pristine mountain meadow. The atmosphere is rustic, with all the buildings made out of log, which makes for the best summer getaway anyone could ask for.

Luther Heights Programs include:

- Day Camps, at churches in various communities for 1st - 6th grades
- On-site camps for 1st - 12th grades
- Backpack & Trails Camps for 7th - 12th grades
- Adventure Camps with rafting, canoeing, horseback rides & overnight options
- Family Camps
- Servant Events

To apply, please:

1. Complete and return the **Application**.
2. Give the **reference questionnaire** to three people who know you well. Explain the nature of the position you are applying for and ask them to return the reference form to the camp office. ***If you have previously worked at another camp, your former Director or direct supervisor must be one of the references.***

Thank you for your interest in serving on the staff at Luther Heights Bible Camp.

Your Servants in Christ,

Eric Olsen
Camp Pastor/Director

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



Luther Heights Bible Camp

Climb Higher. Dig Deeper. Grow Closer

www.lutherheights.org

Date _____

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

Program Director Application

(Please type or print.)

Name _____ SSN _____

Current Address _____
Street/PO Box City State ZIP

Phone ____/____/____ Cell phone ____/____/____ Email _____

Do you have a valid Driver's License? _____

(Position requires applicant to be at least 21 years of age with a valid drivers license).

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 _____

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.**

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

Home Congregation & Pastor	Denomination	City	State

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?

EMPLOYMENT BACKGROUND

List work experience beginning with the most recent employment.

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

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	

SKILLS AND EXPERIENCES

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

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 _____

ESSAY QUESTIONS:

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

1. Why do you want to be the Program Director 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. What have been two major influences on you during your journey of faith?
4. Give three examples of when you have needed to motivate yourself. Why and how did you do it?
5. What role do you think "camp ministry" plays in the lives of youth today?

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:

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

Luther Heights Bible Camp Reference Questionnaire

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 _____

I WAIVE my rights of access to this reference questionnaire: It WILL BE confidential.

Signature _____ Date _____

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 _____

Staff applications cannot be considered complete until references are received.

Please complete reference form and return to:

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

Luther Heights Bible Camp Reference Questionnaire

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 _____

I WAIVE my rights of access to this reference questionnaire: It WILL BE confidential.

Signature _____ Date _____

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 _____

Staff applications cannot be considered complete until references are received.

Please complete reference form and return to:

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

Luther Heights Bible Camp Reference Questionnaire

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 _____

I WAIVE my rights of access to this reference questionnaire: It WILL BE confidential.

Signature _____ Date _____

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 _____

Staff applications cannot be considered complete until references are received.

Please complete reference form and return to:

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