



The Salvation Army Little Pine Island Camp
Application for Employment
 EQUAL OPPORTUNITY EMPLOYEE



Personal

Name (*last, first, middle*) _____ Date _____

Social Security Number _____

Address _____

City _____ State _____ Zip Code _____

Home Phone () _____ Message Phone () _____

If employed, can you provide proof of authorization to work in the U.S.? Yes No

Position(s) applying for: _____

Referred by Ad Friend Relative Agency Other

Education Record

High School

Address _____

Did you graduate? Yes No

College/University

Address _____

Degrees or Diplomas _____ Years attended 1 2 3 4

Trade or Technical Training

Address _____

Degrees or Diplomas _____

Graduate School

Address _____

Degrees or Diplomas _____ Years Attended 1 2 3 4

Special Skills

Summarize any special skills or qualifications that you acquired through employment or other experience that are applicable to the job that you are applying for:

Employment History

Begin with most recent employer. Attach additional sheet if needed.

1. Employer	Dates of Employment
Address	
Phone ()	Ending Salary
Title/Duties	
Supervisor's Name	
Reason for Leaving	

2. Employer	Dates of Employment
Address	
Phone ()	Ending Salary
Title/Duties	
Manager's Name	
Reason for Leaving	

3. Employer	Dates of Employment
Address	
Phone ()	Ending Salary
Title/Duties	
Manager's Name	
Reason for Leaving	

Personal Data

Have you ever been convicted of a felony? – and/or -- Within the last two years, have you been convicted of a misdemeanor which resulted in imprisonment? (Note: A conviction will not necessarily disqualify you from employment. The applicant should not disclose any information regarding criminal arrest or conviction records that have been expunged or sealed)

Yes No

Explain

Have you been employed here before? Yes No

May we contact your current employer? Yes No

Applicant's Signature

I certify that all of my answers given here are true and complete to the best of my knowledge, and that supplying false information herein shall result in immediate disqualification for consideration for employment or termination from employment, regardless of when such false information is discovered. I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision; and I hereby agree to indemnify and hold harmless each and every current or prior employer in defending against any charge, complaint or suit filed with any Federal, State or local agency, or in any court of the State or Federal government for providing an accurate, factual history of employment information. I understand that neither this document nor any offer of employment from the employer constitutes an employment contract, unless a specific document to that effect is executed by the employer and employee in writing.

Signature of Applicant

Date

LITTLE PINE ISLAND CAMP - Supplemental Information

Home Address if different from above

Address _____ Phone () -

City _____ State _____ Zip Code _____

Email Address: _____

Dates Available for Summer Employment:

From		To	
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Can you perform the essential duties of the job in which you wish to be employed, with or without accommodation?

Yes No If no, what accommodations might we provide? _____

EMPLOYMENT OPPORTUNITIES: Using 1, 2, 3... indicate in order of preference, the jobs you are applying for. (*) indicates minimum age requirements (+) indicates positions requiring certification

PROGRAM STAFF			OPERATIONS STAFF		
Unit Counselor (*18)	+Waterfront Manager (*18)		Grounds / Maintenance (*18)	Chef's Assistant (*18)	
+Challenge Facilitator (*18)	+Watercraft Manager (*18)		Housekeeping / Laundry	Kitchen Maint. (escuelerie)	
Program Assistant (*18)	+Lifeguard (*16)		Retail Services Manager	Dining Room Supervisor	
Crafts Instructor (*18)	+Health Officer (*18)		Operations Assistant/Clerical	Food Handler	

Age of children with whom you wish to work, check any that apply:	<input type="checkbox"/> 6-9 <input type="checkbox"/> 10-12 <input type="checkbox"/> 13+	Are you willing to assume cabin responsibility?	<input type="checkbox"/> Yes <input type="checkbox"/> No
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Are you 18 years or older? Yes No

CERTIFICATIONS: Give expiration dates of all licenses or certificates and state where issued.

Aquatics	State	Exp.		State	Exp.		State	Exp.
Waterfront Lifeguard			First Aid			ACCT Practitioner		
Pool Lifeguard			CPR			Registered Nurse		
Waterpark Lifeguard			ARC CPR-PR			Emergency Medical Technician		
Small Craft Instructor			Camp Health Officer (MI)			Driver's License		

EXPERIENCE CHECKLIST: Mark "1" for activities you've participated in, "2"...qualified to assist in, "3"...can plan, teach or supervise.

ATHLETICS		Ceramics	Dining Room Service	Piano	OUTDOOR LIVING
Archery		Camp Crafts	Dish Machine	Percussion / Drums	Fire Building
Challenge Course		Paper-Mache	Pots & Pans	Vocal	Outdoor Cooking
Fishing		Tie-Dye	USDA-SFSP clerical	NATURE & ECOL.	Hiking
Group Games		Pottery			Tent Camping
Riflery		DRAMA	Lawn Care	Astronomy	Backpacking
Soccer			Tractor Operation	Aviary / Birds	Orienteering/Survival
Softball/Baseball		Set Design	Painting	Botany	Primitive Shelters
Tennis		Story Telling	Power Tools	Conservation/Recycle	EVANGELISM
Volleyball		Skits & Stunts	Vehicle Maintenance	Gardening/Forestry	
ARTS & CRAFTS		FOOD SERVICE	MUSIC	Insects	Worship Leading
Drawing		Cooking	Brass Instrument	Snakes & Reptiles	Small Group Study
Painting, art		Baking	Guitar	Earth Sciences	Counseling/Mentoring

The Salvation Army intends camps to have a distinctly Christian atmosphere and influence. Though campers come from many religious backgrounds, all are included in worship, grace before meals, evening studies, etc. Staff members participate in leading campers in these activities and are expected to live genuine, exemplary lives before campers and other staff. Your application for a staff position is interpreted as an indication that you subscribe to a high moral, ethical, and spiritual approach to camping and life.

Please answer the following in your own words.

Give a brief biographical sketch – (family responsibilities, church/corps affiliation and activities, training or experience in camping, child care or related fields, career goals, etc.) Use additional sheets, if necessary.

State your personal understanding and concepts of your spiritual and religious values.

What contribution do you think a good camp experience can make to a camper’s life?

What contribution can you make to help camp fulfill its goals and objectives as indicated on the following page?

When are you available for an interview?		Phone	
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MISSION STATEMENT

The Salvation Army, founded in 1865, is an international religious and charitable movement organized and operated on a quasi-military pattern and is a branch of the Christian church. Its membership includes officers (clergy), soldiers/adherents (laity), members of activity groups and volunteers who serve as advisors, associates, and committed participants in its service function.

The motivation of the organization is love of God and a practical concern for the needs of humanity. This is expressed by a spiritual ministry, the purposes of which are to preach the Gospel, disseminate Christian truths, supply basic human necessities, provide personal counseling and undertake the spiritual and moral regeneration and physical rehabilitation of all persons in need who come within its sphere of influence regardless of race, color, creed, sex, or age.

Purpose of Salvation Army Camping at Little Pine Island Camp

The purpose of Salvation Army Camping is to serve the needs of campers: physical, social, and spiritual. For physical needs, our aim is to help campers develop good health habits in cleanliness, proper rest, balanced diet, exercise, and care of the body. To meet social needs the camp provides an opportunity for each camper to contribute to and receive from a group living experience. To meet spiritual needs, by encouraging campers to develop a personal relationship with God through Jesus Christ. The aim is to help campers make their own right decisions, stimulate creativity and foster independence.

The fact that The Salvation Army is a religious organization makes it possible for its camping program to integrate concern for the spiritual dimension of life. We believe in God, His Word, what it teaches, and a pattern of living exemplified by Jesus Christ.

These purposes are achieved through carefully selected staff, well planned program and the highest standards of health and safety.

Goals of Salvation Army Camping at Little Pine Island Camp

1. To promote an awareness of God, His love and, through the love of Jesus Christ, to aid toward spiritual growth and knowledge of basic human values.
2. To give children, youth, and adults a fun-filled, healthful, safe, educational, and inspirational experience in the out-of-doors.
3. To help develop an understanding, appreciation, and sense of stewardship for the out-of-doors, for the natural environment, and for all living creatures.
4. To help individuals grow in understanding themselves and each other, and especially for children to experience relationships with staffs as caring adults and to offer opportunity for people of varied cultures to develop compassion and love for each other.
5. To provide a loving and supportive environment where families can learn to cope with and solve their problems.
6. To facilitate creative self-expression through, worship, song, work, play, physical activity, and the development of new skills.
7. To allow each person to participate in planning programs and in establishing limits and responsibility for the safety and welfare of all.
8. To assist in developing an appreciation of the wonder and joy of the miracles of everyday living.

**THE SALVATION ARMY
STATEMENT OF DOCTRINES**

1. We believe that the Scriptures of the Old and New Testaments were given by inspiration of God; and that they only constitute the Divine rule of Christian faith and practice.
2. We believe there is only one God, who is infinitely perfect - the Creator, Preserver and Governor of all things - and who is the only proper object of religious worship.
3. We believe that there are three persons in the Godhead - the Father, the Son and the Holy Ghost - undivided in essence and coequal in power and glory.
4. We believe that in the person of Jesus Christ the Divine and human natures are united so that He is truly and properly God, and truly and properly man.
5. We believe that our first parents were created in the state of innocence but, by their disobedience, they lost their purity and happiness; and that in consequence of their fall all men have become sinners, totally depraved, and as such are justly exposed to the wrath of God.
6. We believe that the Lord Jesus Christ has, by His suffering and death, made an atonement for the whole world, so that whosoever will may be saved.
7. We believe that repentance toward God, faith in our Lord Jesus Christ and regeneration by the Holy Spirit are necessary to salvation.
8. We believe that we are justified by grace, through faith in our Lord Jesus Christ; and that he that believeth hath the witness in himself.
9. We believe that continuance in a state of salvation depends upon continued obedient faith in Christ.
10. We believe that it is the privilege of all believers to be "wholly sanctified" and that their "whole spirit and soul and body" may "be preserved blameless unto the coming of our Lord Jesus Christ" (I Thessalonians 5:23).
11. We believe in the immortality of the soul; in the resurrection of the body; in the general judgment at the end of the world; in the eternal happiness of the righteous; and in the endless punishment of the wicked.

As an applicant to The Salvation Army’s Little Pine Island Camp, I have read the Mission Statement, Purpose and Goals of Salvation Army Camping and Doctrines of The Salvation Army. My signature below indicates that my conduct while employed by the camp will support and never conflict with the stated purpose of Salvation Army camping to the best of my ability.

Applicant’s Signature	Date

RECOMMENDATION INSTRUCTIONS

Accompanying this application are four recommendation forms. Complete the top portion of each form including your signature which also releases the respondent from any liability. Once your portion is complete, give recommendations to non-family members who know you well enough to provide genuine and accurate opinions of your character. Pastors, teachers, previous employers, co-workers or long time friends are among those who are appropriate. Try to provide a balanced perspective by asking individuals from various backgrounds. You may wish to provide a stamped envelope for their use in returning the form to our offices. Referrals may also be returned to you in a sealed envelope and submitted with your application. They may also be faxed to Little Pine Island Camp at 616-784-3432.

EMPLOYEE RECOMMENDATION

(Must be completed by a person other than a family member)

TO BE COMPLETED BY APPLICANT – Please print

Applicant's Name: _____ Phone: (_____) _____

By my signature, I authorize the release of any information relative to employment, agree to the anonymity of the response and agree to "hold harmless" any respondent.

Applicant's Signature

The above-named individual has made application for employment with The Salvation Army's Little Pine Island Camp. As a reference, please complete the form below to the best of your ability. If you are unable or not qualified to answer any specific question, please make a NA response and continue. Please return the completed recommendation directly to the camp. All responses are confidential as required by law.

PLEASE CHECK THE RESPONSE THAT BEST DESCRIBES THE APPLICANT RELATIVE TO THE SUBJECT

COOPERATION	<input type="checkbox"/>	Defiant	<input type="checkbox"/>	Complainer	<input type="checkbox"/>	Cooperative	<input type="checkbox"/>	Genuine interest	<input type="checkbox"/>	Enthusiastic
DEPENDABILITY	<input type="checkbox"/>	Ignores duties	<input type="checkbox"/>	Makes excuses	<input type="checkbox"/>	Fulfills duties	<input type="checkbox"/>	Reliable	<input type="checkbox"/>	Unswerving
STABILITY	<input type="checkbox"/>	Over reacts	<input type="checkbox"/>	Moody	<input type="checkbox"/>	Even keeled	<input type="checkbox"/>	Optimistic	<input type="checkbox"/>	Unshakable
TEACHABILITY	<input type="checkbox"/>	Know it all	<input type="checkbox"/>	Uninterested	<input type="checkbox"/>	Observant	<input type="checkbox"/>	Quick learner	<input type="checkbox"/>	Brilliant
LEADERSHIP	<input type="checkbox"/>	Unsupportive	<input type="checkbox"/>	Needs prodding	<input type="checkbox"/>	Passive	<input type="checkbox"/>	Willing to lead	<input type="checkbox"/>	Persuasive leader
INTIATIVE	<input type="checkbox"/>	Negligent	<input type="checkbox"/>	Careless	<input type="checkbox"/>	Mindful	<input type="checkbox"/>	Conscientious	<input type="checkbox"/>	Driven
SOCIAL DEMEANOR	<input type="checkbox"/>	Insolent	<input type="checkbox"/>	Rude	<input type="checkbox"/>	Civil	<input type="checkbox"/>	Kind	<input type="checkbox"/>	Chivalrous
INVOLVEMENT	<input type="checkbox"/>	Conceited	<input type="checkbox"/>	Aloof	<input type="checkbox"/>	Involved	<input type="checkbox"/>	Receptive	<input type="checkbox"/>	Inviting
PERSONAL FAITH	<input type="checkbox"/>	Hypocritical	<input type="checkbox"/>	Confused	<input type="checkbox"/>	Authentic	<input type="checkbox"/>	Vibrant	<input type="checkbox"/>	Saintly
CHILD AWARE	<input type="checkbox"/>	Intolerant	<input type="checkbox"/>	Tolerates	<input type="checkbox"/>	Attentive	<input type="checkbox"/>	Inclusive	<input type="checkbox"/>	Invested

How long have you known the applicant? ____ Year... In what capacities? _____, _____, _____,
What do you consider the applicants strengths to be?

Their weaknesses?

Has the applicant ever been removed from a responsibility due to an indiscretion with a child? ___No___Yes
Please elaborate on any "yes" response:

What is your overall evaluation of the applicant relative to hiring to work with children?

___Unsuitable___ ___Recommend Hesitantly___ ___Recommend___ ___Recommend Confidently___ ___Enthusiastic Recommendation___

Describe applicant's church participation and devotional life (if known)? (Only considered for program positions.)

Would you trust your own children to the applicants care and supervision? ___No___ ___Probably___ ___Absolutely___

Thank you for your honest evaluation of the applicant. If you wish to make additional comments regarding the applicant's family relationships, life goals, strengths, weaknesses, experience, ability to work with children, please feel free to use the back of this form.

Respondent's Signature

Date

Print Name

Phone #

Please return completed forms to applicant in a sealed envelope for submission or, fax at (616)784-3432 or mail to:

Little Pine Island Camp, 6889 Pine Island Dr. NE, Comstock Park, MI 49321

EMPLOYEE RECOMMENDATION

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