



DOING THE MOST GOOD™

The Salvation Army

Founded in 1865 by William and Catherine Booth

Linda Bond
General

Paul R. Seiler
Territorial Commander

Lt. Colonel Daniel Sjögren
Divisional Commander

Dear Friends,

Are you searching for a ministry opportunity this upcoming summer? Let us take a moment to invite you to consider applying to Northwoods Camp. Working at a summer camp for The Salvation Army is unlike any other camping experience. Because of the unique nature of our ministry, our staff members are carefully selected to be the very best spiritual leaders, role models, caring friends, and big brothers and sisters we can find. We are privileged to serve over 1300 youth each summer who desperately need to know the love of Christ.

We know there are many demands on your time and many things you could choose to do with your life this summer. We ask you to PRAYFULLY consider applying to The Salvation Army's Northwoods camp.

If you're looking for an easy summer, don't bother applying. Are our accommodations the best out there? No Way! Will the kids drive you crazy? Sometimes! Will you work too hard, sleep too little, be underpaid and feel unappreciated? Probably! But....

You will not leave the gates of Northwoods unchanged. We can guarantee that! Our Lord will place before you children who may be unloved, uncared for, lonely, sad and distraught. He will place before you lives that desperately need you and the difference you can make. You will make lifelong friends among the staff and develop bonds that can only be shared by those who have been on this journey together. We each personally believe there is no greater thing you could choose to do this summer, than to offer yourself to this ministry at Northwoods Camp.

Many Blessings,

Captains Andrew and Melissa Shiels
Divisional Youth Secretaries

“It is easier to build a child than repair a man.” We invite you to join us as we build children; as we teach them and love them and serve them and show them a Savior who can truly bring them hope and healing.

THE SALVATION ARMY NORTHERN DIVISION

2445 Prior Avenue North | Roseville, MN 55113-2714 | p 651-746-3400 | f 651-746-3510 | thesalarmy.org

THE SALVATION ARMY
Northwoods Camp
60402 Elbow Lake Rd.
Finlayson, MN 55735
Northern Division

Office Use Only Position: _____ Date Received: _____ Reference Form 1 <input type="checkbox"/> Reference Form 2 <input type="checkbox"/>
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SUMMER STAFF APPLICATION

The questions asked in this application are within the limits established by The Salvation Army's Equal Opportunity Guidelines. All information requested is considered valid for job performance or living conditions. The demands of camping require vitality, physical fitness, and age difference appropriate for supervision responsibility. Living units for families are limited and other units restricted according to sex, requiring supervision by a person of the same sex. All Salvation Army service is based upon prescribed doctrinal belief, a copy of which accompanies this application form. Also enclosed is a copy of the goals of this camp that includes a statement of purpose. Except for specified positions an applicant need not subscribe explicitly to Salvation Army doctrine but all staff must be able to support and interpret the camp goals and accept intellectually the stated purpose of Salvation Army Camping.

COMPLETE APPLICATION IN ITS ENTIRETY. PLEASE USE INK IF COMPLETING BY HAND.
PLEASE WRITE CLEARLY, USING ADDITIONAL PAPER IF NECESSARY. INCOMPLETE APPLICATIONS WILL BE RETURNED.

Name: _____

Home Address: _____ **City:** _____ **State:** _____ **Zip:** _____

Phone: (H) (____) _____ - _____ (C) (____) _____ - _____ Email: _____

Current Address (If different from above) _____

City: _____ **State:** _____ **Zip:** _____

Dates Available this summer: Start ____/____/____ End ____/____/____ T-shirt Size (Adult): (3X) (2X) (XL) (L) (M) (S)

Will you be at least 18 years of age by June 11, 2012? Yes No

Are you eligible to work in the United States? Yes No

Rank in numerical order of preference the age groups with which you are most comfortable
(If there are any age groups you do not want to work with, please indicate with an X.)

_____ 6-7 _____ 8-9 _____ 10-11 _____ 12-13 _____ Teens

Camp Staff Position

Head Counselor Counselor Lifeguard Kitchen Help Program Aide Nurse
(Must be at least 21) (Must be at least 18) (Must be at least 16) (Must be at least 18) (Must be at least 16) (Must be at least 18)

Have you worked at another camp before: _____ if so, Name/Location _____ Date: _____

_____ Name/Location _____ Date: _____

Do you attend a Salvation Army Corps: _____ if so, Corps Name: _____

If you have any specific certification, please enter that information below.

Certification	Exp. Date	State	Certification	Exp. Date	State
			Drivers License		

If you have any questions, please feel free to contact us at 651-746-3472

Mail applications to:
 The Salvation Army
 Attn: Captain Andrew Shiels
 2445 Prior Ave.
 Roseville, MN 55113
 Or Email to:
 Andrew_shiels@usc.salvationarmy.org

Northwoods Camp is a Christian camp whose primary purpose is to share the message of Christ’s love with the camper we serve. Camper’s participation in daily devotions, Sunday worship services, prayer before meals, etc. Staff members participate in leading campers in these activities. Your application for a position at Northwoods Camp is interpreted as an indication that you subscribe to a high moral, ethical, and Christian approach to camping. To give us a clearer picture of your lifestyle, on a separate sheet of paper please prepare typed answers for the following questions to the best of your ability and in your own words. (One or two pages total is sufficient for the entire group of questions. You do not need to separate page for each question.) Feel free to use scripture to support your answers.

1. Describe your past experience working with children.
2. Answer part A and B depending on the position for which you are applying.
 - A. There is a camper in your cabin who seems to have a hard time making friends. Whenever your cabin walks somewhere or takes part in an activity, this person seems to always be lonely. How do you handle this situation?
 - B. You have a group of 11 year olds in your cabin. Two of those campers have been fighting non-stop for the past two days. How are you going to handle this problem?
3. What do you hope to gain personally and professionally by working at a Christian camp that serves disadvantaged children?
4. How is salvation found? Describe your personal conversion experience.
5. How do you ensure you are growing as a Christian?
6. Part of our mission statement is to model Christ, how will you model Christ at Northwoods Camp?

The use of intoxicating beverages, tobacco and/or illegal drugs is prohibited while employed by Northwoods Camp

→ **I have** read all the information in this application that describes The Salvation Army and its camping ministry. If employed, I agree to support and interpret these aims.

→ **I certify** that answers given herein are true and complete to the best of my knowledge. In the event of employment, false or misleading information given in my application or interview(s) may result in discharge.

→ **I authorize** investigation of all statements contained in this application and release The Salvation Army and my former employers from any liability that may result from disclosing information relating to me in the course of any such investigation.

→ **I understand** this application does not necessarily mean I will be accepted for employment and that if employed, my employment will terminate at the end of the camping season.

→ **I understand** contingent upon hire I will be asked to submit to a national background check. At such time I will receive an additional form to provide further information and authorization.

→ **I understand** that if hired, I may be required to submit a certificate of satisfactory physical examination.

Your signature: _____

Date: _____

Please circle.

Do you use tobacco products? Yes No

Do you consume alcohol? Yes No

Do you use illegal drugs? Yes No

If you answered “yes” to any of these questions, please provide details relating to frequency, quantity consumed/used, and statement of personal convictions about your use of the items(s) in questions.

Have you ever been convicted of, or plead guilty to any felony or misdemeanor? Yes No

If yes, was a person under the age of 18 is the victim of any offense identified in response to the proceeding questions? Yes No

Do you have any charges pending for any offense in which a person under the age of 18 is the alleged victim? Yes No

If you answered “yes” to any of these questions, please provide details on a separate sheet of paper.

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 co-equal 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 a state of innocency, 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 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.” (1 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.

The Salvation Army Mission Statement

The Salvation Army, an international movement, is an evangelical part of the universal Christian church. Its message is based on the Bible. Its ministry is motivated by the love of God. Its mission is to preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.

The Purpose of Salvation Army camping

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. The aim is to help campers make their own right decisions, stimulate creativity and foster independence.

Goals of Salvation Army Camping

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 staff 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.

I have read and understand The Salvation Army Mission, Purpose, Doctrines and Goals of camping.

Signature

Date



Northwoods Camp

Character Reference for Summer Staff

Completed form should be placed in an envelope, sealed, and signed across the seal by the reference.

Part A -- To be completed by the applicant:

Applicant's Name: _____ Position Applying For _____

I have applied to Northwoods Camp for employment and I request that they be fully advised of my work record, general qualifications, and your knowledge of me on a personal level. I, therefore, request that you furnish the necessary information and hereby release you from any and all liability for damages from providing the information requested. I also waive any rights to inspect any records or communications containing such information.

Signature of applicant _____ Date _____

Part B -- To be completed by the reference

The above-named person has applied for summer employment at Northwoods Camp. Your name was given as a reference. We would appreciate your objective assessment of the applicant. Before completing this form, you should be aware of the following:

Northwoods Camp is a Christian camp operated by The Salvation Army. Our service extends to underprivileged children between the ages of 6 and 18 from both rural and urban communities. Working in a summer camp ministry with children demands a lot of a person. Ideal staff members will possess the following qualities:

- Growing relationship with Jesus Christ
- Willingness to forego personal fellowship and recreation often in order to be with, and have an impact on, the campers
- Ability to work together and live with people of many backgrounds and personality types
- Desire to share God's love with others
- Ability to accept responsibility and submit to authority
- Reasonably good health, capable of a hard summer's work

Please Note: When we consider this evaluation, we will expect that you took into consideration the age of the applicant being evaluated in marking your responses.

**Please return this form within five days.
We cannot begin to process an application until all reference forms have been received.**

1. How long have you known the applicant? _____

2. In what capacity have you know the applicant? _____

If you are a relative or peer, please do not complete.

3. How does the applicant get along with people? Well Fair Poor

4. Is the applicant a responsible person? Yes No

5. Is the applicant honest? Yes No

6. Do you know of any allegations, charges, or convictions against the applicant for child abuse or a felony? Yes No
If yes, please explain on a separate sheet of paper.

7. If you had a child at camp, would you feel comfortable leaving the child in this applicant's care? Yes No

8. Would you recommend this person for our staff this summer? Yes No

9. Have you seen this person in a leadership role with children? Yes No

If yes, in what way? _____

If you do not have knowledge of the applicant's Christian lifestyle or testimony, please go directly to question 14.

10. Does the applicant demonstrate an example of Christian faith in his/her daily life? Yes No

11. Does the applicant seek fellowship with other Christians? Yes No

12. How often does the applicant attend church? Weekly More than once a month Erratic

13. In which of the following church or Christian fellowship activities does the applicant participate on a regular basis?

Check all that apply.

<input type="checkbox"/> Sunday School	<input type="checkbox"/> Morning Worship	<input type="checkbox"/> Youth Activities	<input type="checkbox"/> Mid-week service
<input type="checkbox"/> Accountability group	<input type="checkbox"/> School fellowship	<input type="checkbox"/> Prayer group	<input type="checkbox"/> Teach or assist

14. Please rate the applicant in regard to the following by checking the words which best describe him/her.

Emotional Stability

- Balanced
- Tends to be moody
- Unstable
- Other _____

Personal Appearance

- Like others in age group
- Careless
- Inappropriate
- Other _____

Adaptability

- Flexible
- Flexible, with time
- Resistant to changes
- Other _____

Endurance

- Above average
- Average
- Tires quickly
- Other _____

Work Ethic

- Goes above and beyond
- Does what is required
- Lazy
- Other _____

Leadership

- A natural leader
- Can lead, but not eager
- Follower
- Other _____

Initiative

- Works independently
- Does what is asked
- Needs constant pressure
- Other _____

Punctuality

- Always on time
- Occasionally late
- Always late
- Other _____

Personality

- Outgoing
- Reserved, but participates
- Withdrawn
- Other _____

Judgment

- Mature
- Average
- Inconsistent
- Other _____

Cooperation

- A team player
- Works well under others
- Not cooperative
- Other _____

Attitude

- Positive
- Appropriate
- Negative
- Other _____

Please make any additional comments on the applicant's spiritual life or anything else you feel we should know about the applicant.

Is there anyone else we should contact about this applicant? If yes, please provide the following:

Name	Relationship to applicant
Address/Phone/Email	

Signature _____ Date _____ Phone _____

Name Printed: _____ Profession: _____

Email Address: _____ May we contact for more information if necessary? Yes No

Thank you for taking the time to complete this form. Please pray with us as we select our staff that the Lord will supply us with a group of people well-equipped and prepared for ministry to children.

Please place completed reference in an envelope, sign across the seal, and then mail it directly to:

The Salvation Army
 2445 Prior Avenue
 Roseville, MN 55113
 Attn: Captain Andrew Shiels



Northwoods Camp

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