



SUMMER INTERN APPLICATION

Name: _____ Age: _____

Have you served or been involved at Camp Bighorn before? Yes. No.

If Yes, What year and capacity? _____

Our Intern position is highly relational. In addition to rotating through leading events, kitchen or operations crew, you will be responsible for taking initiative to step into the lives of some Summer Staff as they engage in their ministry roles. Discipleship. Community. Confidence. These three pieces make up the core of our facilitation focus. Your willingness to ask hard questions, be a listening ear, and a non-anxious influencing presence will be paramount as you serve Jesus in this discipleship context. Thank you for your prayerful consideration through this application, and your willingness to chase hard after Christ Jesus.

Application Checklist:

Please read the application thoroughly and answer all the questions. If you have questions, please contact me at (406)826-3144, or by email at summerstaff@campbighorn.com. Completed applications can be mailed to the Bighorn office: Attn. Summer Staff Coordinator 1850 MT HWY #135, Plains MT 59859, or emailed to the email address above.

The **deadline for completed applications is May 1st**, and will be considered in the order that they are received. Please be ready for an interview within a few weeks of your submitted application.

Please note that the following items are required for your application to be complete; please make sure each item is complete by checking them off before sending in your application:

- Completed Application
- Recent picture attached to application or sent in [digitally](#).
- Signature on Bighorn's Statement of faith, Staff Policies, Staff Commitment Pledge
- Medical and Liability Release Form (www.campbighorn.com/summer-staff)
- 3 References – *Please send in with your application OR have them send in personally*

Availability:

All interns are asked to attend one week of intern training June 2nd – 6th and two weeks of staff training from June 7-22, 2019. Interns are asked to stay through the end of the summer retreat August 20th-21st.

*Your ability to be here for *all* of Intern and Staff Training, as well as through the Staff Retreat, is a key component as we consider who to accept on the first wave and who to waitlist initially.

If you are not available for the full length of the summer season please request, in writing below, the dates you are unavailable and reason for unavailability. Requests will be considered on a case by case basis.

Please indicate your desired availability for the summer of 2019:

Start/Arrival Date (mm/dd) _____ End/Departure Date (mm/dd): _____

Time Off: If you have travel or family obligations that will take you from your responsibilities, during your time here, please indicate the dates and reason below. Requests will be considered on a case by case basis.

Dates requesting off: _____ Reason: _____

Desired Outcomes:

We hope and pray that as a result of the experiences, relationships and transfer of responsibility to our intern staff at Bighorn that they would be rooted and established in Truth and Love. Also, that they would be ready to continue to lead, influence and advance the Kingdom in whatever context they may find themselves after their internship.

Minimum Qualifications:

- Be at least 18 years old, or have graduated High School by June of 2019
- Have a strong faith, rooted in God's word and a willingness to use your faith to change the world.
- A love for God and a passion and love for others inside and outside the Christian faith.
- Willingness to live, engage, and lead a tight community of young adults within a dorm and work environment.
- Strong understanding of the goals of the discipleship process and a desire to be a mentee and a mentor.
- Experience at working a summer at Bighorn or have a strong equivalent work experience.

References:

Please list three people who may be contacted as references for you. They should not include family members.

Name: _____ Phone: _____ Relationship: _____

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Application Questions

Please answer each question completely. If you need extra space for any question, feel free to attach another page to this application and finish any responses.

Birth Date: _____ Grade going into: _____ Age: _____

Phone: _____ E-Mail Address: _____

Mailing Address: _____ City: _____ State _____ Zip _____

T-shirt size: XSmall Small Medium Large XLarge

May we add you to our mailing list? Yes No

Education: list any education that you have received from High School on, including any high school, home school, trade school, Bible school, or other pertinent education.

School	Degree	Examples of Classes (ei. Chemistry, Leadership, Counseling)	Graduation Year

Work Experience: Please list your last three jobs starting with the most recent.

Company:	Job Description:		
Job Title:			
How long did/have you work/ed there?	Supervisor Name	Contact	May we contact? Y/N

Company:	Job Description:		
Job Title:			
How long did you work there?	Supervisor Name	Contact	May we contact? Y/N

Company:	Job Description:		
Job Title:			
How long did you work there?	Supervisor Name	Contact	May we contact? Y/N

1. List any certifications you have and their expiration dates. (i.e.CPR, First Aid, Lifeguard Certification...)

2. List any community service and extracurricular activities that you are involved in.

3. Do you have any health limitations (health, emotional, physical, other) that could affect your ability to serve in the position you are seeking? No Yes If so, explain:

4. How did you hear about Camp Bighorn and our summer staff opportunities?

8. Review the ten emphasis statements (*Grace over Law, Discretion over Rules, etc.*) listed under the mission and vision statements. Please pick two and explain what you think the emphasis statement is trying to communicate and how you could see that playing out during a Bighorn summer.

9. Discipleship is central to what we seek to accomplish with our summer staff and intern team. How would you define and explain what discipleship is?

10. Please share with us your worldview and relationship with God. (Use extra paper if necessary)

11. What are some challenges or questions that you are currently wrestling through in your faith?

12. If you were on staff at Bighorn last summer or a summer before that, you have had several months to rest and reflect on your camp experience. We realize that the summer is often physically, mentally, and emotionally draining, yet those challenging environments often result in growth. What did God teach you through your experience in summers past? Have those things changed the way you live your life? If so, how?

Why do you want to come back to Bighorn this summer as an intern? *If you were not a former staff, take this space to fill us in on your interest in coming to Bighorn specifically.*

13. Describe someone you look up to and would like to model your life after. What qualities make them a good role model?

14. What are 3 strengths you possess that would contribute to your success as a summer staff member? Briefly explain.

15. What are 2 weaknesses you possess that God is working on in your life? Please briefly explain.

16. How do you handle conflict? Give one example of how you handled a personal conflict this year.

17. Did you attend a summer camp as a child? What did you like about it? What did you dislike?

18. Have you ever been convicted of, or have charges pending against you, pertaining to child abuse, sexual molestation, or any moral impropriety in any jurisdiction? No Yes If so, explain:

Raising Support (optional):

Camp Bighorn understands and values that you are giving of your time and energy this summer, and we will compensate you with a stipend of \$1000. We recognize that you could have worked a paid summer job, and life does require funds; therefore, we also want to open the option to raise additional financial support. We encourage you to build a team of people who will pray for your ministry and support you financially. Just as full-time missionaries raise monthly support, you are a summer missionary raising funds to cover your summer of ministry. Support raising surrounds you with people to encourage you and celebrate how God works in and through you. Just as God has invited you to partner with Him in ministry, you get to invite people to join you in your mission. Remember, God loves to give abundantly!

Thank you for answering the questions! Almost done! Please read and sign if in agreement the following pages:

- Camp's Mission Statement
- Camp's Doctoral Position (Camp's Statement of Faith)
- Camp's Summer Staff Policies/Commitment Pledge

Mission Statement

Camp Bighorn is a non-profit corporation affiliated with the Converge Northwest Conference. Bighorn is committed to creating environments in which the Word of God is experienced. Bighorn uses God's creation to assist in proclaiming His saving Word and emphasizing His discipleship principles. The program centers around:

Discipleship which promotes process and perspective,
Small groups which invite identity and intimacy, and
Changed environments which allow for acceptance and adventure.

Our vision is to aid in the development of godly character resulting in participants and staff who become leaders for serving churches and reaching communities.

Our mission is to steward environments that are conducive to the work of the Holy Spirit, proclaiming the Gospel of Jesus Christ and developing Kingdom leaders.

In accomplishing the purpose, mission and vision, it is the philosophy of Camp Bighorn to emphasize relationships. Knowing that the Gospel of Jesus Christ speaks to people and not to facilities or programs, three main strengths within the camping program will be used: Discipleship, Small Groups, and Changed Environments. The programs will be designed and staffed in such a way as to emphasize:

- Grace over Law
- Discretion over Rules
- Education over Entertainment
- Involvement over Observation
- Practical over Theoretical
- Process over Product
- Hospitality over Efficiency
- Challenge over Complacency
- Excellence over Adequate
- People over Performance

The strategy is summed up in the Scripture verse of 1 Peter 3:15, "...but sanctify Christ as Lord in your hearts, always being ready to make a defense to everyone who asks you to give an account for the hope that is in you, yet with gentleness and reverence..." It is our understanding that environments with unknown outcomes surface questions in which to share hope. Bighorn will steward environments where questions surface and hope is shared.

I, _____ (please print name), agree to support the ministry of Camp Bighorn to the best of my abilities, agree with these statements, and understand that if I am hired to a position of employment at Bighorn, I am being selected to assist us in accomplishing this mission.

Signature

Date

Doctrinal Position

Converge Worldwide, of which Bighorn is affiliated, is set within the framework of historical evangelical theology, such as the reliability of scriptures as the authority for Christian living and church order, and the depravity of humanity, necessitating the divine redemption through personal regeneration, the virgin-born Christ as the incarnate redeemer, the vicariously atoning death of Jesus Christ, the historicity of the resurrection, and the certainty of the return of Christ. While employed, we are encouraged to share our personal convictions when teaching essential doctrines of the Christian faith, and are expected to affirm and agree with our Affirmation of Faith as described below.

The Word of God. We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.

The Trinity. We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption.

God the Father. We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of all people, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

Jesus Christ. We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.

The Holy Spirit. We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide.

Regeneration. We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

The Church. We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus

Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world.

Christian Conduct. We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

The Ordinances. We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

Religious Liberty. We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; that therefore Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

Church Cooperation. We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether it is the Conference or a district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary independent basis.

The Last Things. We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

I, _____ (please print name), agree to support the Converge Worldwide doctrinal statement to the best of my ability. *Please wait to sign this doctrinal statement if you have questions regarding its content or cannot agree with it. We would like to discuss your questions with you.*

Signature

Date

Camp Bighorn' Summer Staff Policies

Develop a Support Network: We expect that all summer staffers build a support network of prayer and financial partners. *We are asking Summer Staff to raise \$500 for this Summer. We also ask you to send out two newsletters to your team - one prior to summer, explaining what you'll be doing and asking for prayer, and one at the end, sharing how God worked in your life at Bighorn. More information on the support raising process and rationale on last page.

Devotional Life: Because Bighorn seeks to steward environments that are conducive to the work of the Holy Spirit, we desire you as staff to be aware of what God is doing and be available for Him to use. We believe that the best way you can do this is to regularly get in the word of God. Therefore, we require that you attend all staff devotions and that you seek to spend time in personal study and prayer on a daily basis.

Health: Summers at Bighorn are exhaustive, therefore we expect everyone to eat regular meals, get adequate sleep, and in general keep yourself in good health. There will be an established curfew for all staff members.

Curfew: Staff members are expected to respect a nightly curfew. You are expected to be in your bed at the established curfew for that night. Additionally, we ask that you respect your roommates by turning lights out and maintaining a quiet hour prior to curfew. Staff that sneak out after curfew will be sent home immediately.

Dress: We seek to observe modesty at all times. Be aware that your responsibility will require physical activity, and that you are not a participant but a leader and a guide. Please bring appropriate clothing that is respectful to any modesty view.

Dating: Staff members are encouraged to develop healthy platonic friendships. They will not, however, be permitted to form dating relationships with other staff members or campers.

Dorms/Cabins: Each staff member will be responsible for keeping his or her part of the dorm neat and clean. The dorms may be inspected at any time. At no time are guys allowed in gal's dorms or gals allowed in guy's dorms, staff who break this will be sent home immediately.

Exclusivity: We believe summer is a wonderful opportunity to build community, not to exclude others by pairing up or engaging in inappropriate public displays of affection.

Leaving the Grounds: No staff member may leave the grounds without permission from their supervisor, Camp Director or other full time staff member. It is our expectation that you will be on site and ready to serve at all times unless you have first been excused from your responsibilities.

Leave at Home: Understanding that the purpose of Camp Bighorn is to provide a changed environment in which people are challenged to grow in the Lord, please leave anything at home that would negatively impact that changed environment. Staff are encouraged to leave: personal computers, cell phones, social media, pets, motorized recreational equipment, bad attitudes, etc.

Life at Camp: When you come to Bighorn, you will have the opportunity to help in many different areas of camp. Your role may change each week which may include: maintenance, facilitating campers, leading events, kitchen work, cleaning facilities, and helping wherever is needed. Each of these jobs is integral to what we do. It is our expectation that you come in with an attitude of willingness to perform the duties assigned to you, allowing God to teach you in whatever task you've been given. This willingness also means that you bring with you an attitude that is glorifying to God.

Team: At Bighorn we strive for excellence over adequacy and expect you as Bighorn staff to do the same. We recognize that we are a team striving together to do God's work and as such we rely on each individual to do their part.

Technology: While at Bighorn we seek to build relational community and not escape the world around us but to process through life together. Social media, phones, games, etc. can all be a distraction and a hindrance to this. There will be specific boundaries in regards to where technology should be used as well as general boundaries such as not using technology to withdraw from the Bighorn community.

*Interns are not asked to raise the \$500 that we ask Summer Staff to raise

Staff Commitment Pledge

Please read the following paragraphs and the summer staff policies carefully before signing:

In order to accomplish our objective of providing an experience that is conducive to the work of the Holy Spirit, it is necessary for all our staff to have a personal relationship with Jesus Christ as their Lord and Savior. By signing you are recognising that this Summer ministry opportunity requires you to be fully present the entire time of your commitment. If you need time away from camp, and you know ahead of time, please submit in writing, and/or fill in the space for time off on pg 2. You will be expected to report to your supervisor and the Summer Staff Coordinator when sick, needing time off for family, or other last minute absentee requests. If you cannot commit to being present the entire time, please communicate accordingly and have time off approved by your supervisor.

We will be doing background checks on all our staff over 18 years of age.

By signing this application, I

- Agree that the acceptance of my application is not a guarantee of acceptance or employment.
- Agree to and understand that it is the responsibility of Camp Bighorn to determine compatibility of my application and perceived performance with the needs of the Bighorn ministry. Am committed to serving the length of time indicated in the application.
- Have a personal relationship with Jesus Christ, and am desiring to grow in and share my faith.
- Authorize Camp Bighorn to conduct a full background check (if over 18).
- Agree that the information in this application and all the information provided by me is true, correct and complete to the best of my knowledge.
- Understand that any false or incorrect statement is cause for rejection of this application or termination with my involvement at Camp Bighorn's discretion.
- Have read all the above statements, asked all pertinent questions, understand and agree with the answers and the listed requirements.
- Have read, agreed to, and am asking for accountability on the Summer Staff Policies.
- Am willing to raise the required amount of support on time.

Name (please print): _____

Signature: _____ Date: _____

*If you are under 18 please have your parent or guardian sign on next page

Parents Authorization *(For Applicants under the age of 18)*

As a parent or legal guardian of _____ I acknowledge and endorse his/her interest in working at Camp Bighorn during the summer of 2019. By signing below, I am willing to have my child apply for the Summer Intern position, and if selected, work at Bighorn summer 2019.

Parent or Legal Guardian Name (Print): _____

Signature: _____ Date: _____