



# 2018 Camp Bighorn Returning Summer Staff Application

*Name:* \_\_\_\_\_ *This will be summer number* \_\_\_\_\_ *Age:* \_\_\_\_\_

## *A word to returning Summer Staff:*

I am so excited you are applying to come back and serve with us again this summer! As you know, during the summer we have the opportunity to engage in the lives of hundreds of youth, adults, and families; and I am excited to step alongside you if you serve Jesus here this summer! Jesus, the outdoors, and challenge, I cannot think of a better way to spend the summer! Having served a summer before you have seen the way God works in the lives of staff and camper alike. You have been challenged in ways you couldn't imagine and you have grown in your leadership skills and relationship with Christ. I urge you to reflect on the things God has been at work in you this last school year and pray through your application answers. I am excited to see how God has grown you this last year and how you will continue to engage our campers with the hands and feet of Christ. This summer might look different in a few ways, but at the core Bighorn still seeks to share the gospel of Jesus Christ, develop kingdom leaders, and steward environments that are conducive to the work of the Holy Spirit. I am excited to partake in another summer as the Summer Staff Coordinator and walk with you every step of the way!

*Bethany Helvoigt*

Summer Staff Coordinator, Facilitation Manager

## *A note from Reid:*

The new year is here, and the final months before summer have begun. I am excited that you are once again turning your mind and heart towards serving our Savior together at Camp Bighorn. God has been active in your lives since last summer and I am stoked to come alongside you, and see how He has worked in your life and continues to work. As you begin counting down the days till you set foot on Bighorn's ground, may you take time to consider what the Lord has in front of you today. Each day, both with its challenges and joys, prepares you for your time leading and serving at Bighorn. I deeply encourage you to step into leadership each day, serving those around you with humility. Continue to step into that role of responsibility, and know that I and the rest of the Bighorn staff are praying for you as you prepare to come.

*Reid Lassiter*

Intern Coordinator, TAC Manager



# 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. Please sign and return with your application.

---

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 Prayer Network:** We expect that all summer staffers build a support network of prayer partners. We 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.

**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 also 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 environment the 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. Please bring appropriate clothing.

**Dating:** Staff members are encouraged to develop healthy 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. You will be put into a job rotation schedule that may include: maintenance, facilitating events for campers, 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 excellency 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.

This document includes only a portion of what you should bring and what will be expected of you during your time here. Because we want each of you to become Kingdom Leaders, and see that God has instilled each of you with incredible potential, we may ask you to go above and beyond the things you see printed on this page. It is our hope that you will trust in God to provide strength and direction for you as you step into these opportunities.

## 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](mailto:summerstaff@campbighorn.com). Completed applications can be mailed to the Bighorn office: 1850 MT HWY #135, Plains MT 59859, or scanned and [emailed](#) to our office.

The **deadline for completed application is May 1<sup>st</sup>**, and will be considered in the order that they are received.

Please be ready for a phone 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 checked off before sending in your application:

- Completed Application
- Recent picture attached to application and sent in [digitally](#).
- Read Staff Policies (Page 5) and Sign Staff Commitment Pledge (Page 12)
- Medical and Liability Release Form ([www.campbighorn.com/summer-staff](http://www.campbighorn.com/summer-staff))

## Availability:

All summer staff are required to attend two weeks of **staff training from June 8-22, 2018**.

**If you are 13-14** we are excited you are choosing to serve with us this summer! We recognize the strain of being away from home in an intense environment, and therefore are welcoming you **through July 28<sup>th</sup>** unless otherwise approved to serve longer. **If you are 15 or older** we are welcoming you **through August 21<sup>st</sup>** unless otherwise discussed.

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 availability for the summer of 2018: Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

Reason for time off: \_\_\_\_\_

## Desired Outcomes for Summer Staff:

We hope and pray that as a result of the experiences, relationships and transfer of responsibility to our volunteer staff at Bighorn you would be rooted and established in Truth and Love. Also, that you would be ready to lead, influence and serve in whatever context you may find yourself in, to the Glory of God and the advancement of His Kingdom.

## Minimum Qualifications:

- Be at least 13 years of age by Staff Training on June 8<sup>th</sup>.
- Have a heart that is actively seeking to know God through His Son Jesus, wrestle with your faith and live it out in transparency.
- Willingness to live and engage with a community of young adults.
- Strong desire to serve in variety of capacities at Bighorn with excellence in all that you do.
- Show respect for those put over you and grace and love towards those entrusted to them.

# Application Questions

Please answer each question completely and legibly by pen. Please attach another page if you need more space.

1. Name: \_\_\_\_\_ Birth Date: \_\_\_\_\_  
E-Mail Address: \_\_\_\_\_ Phone: \_\_\_\_\_

T-shirt size:      XSmall          Small          Medium          Large          Large Tall          XLarge

2. Camp Bighorn is open to ministering to all people while keeping a Christian witness. Will you join us in fostering a biblical and Christ-centered community?    Yes    No

3. As you know, Bighorn seeks to use relationship to come alongside others, share our faith, and present the Gospel of Jesus to everyone. **Please share your testimony of how/when you put your faith in Jesus.**

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

4. How would you describe your walk with Jesus today? What are some challenges or questions that you are currently wrestling through in your faith?

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

5. 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?

---

---

---

---

---

---

---

---

---

---

6. Why do you want to come back to Bighorn this summer?

---

---

---

---

---

---

---

---

7. As you know, Camp Bighorn’s desire is that our staff will have the opportunity to serve in many different ways over the summer so that they can grow and be challenged to expand their view of what kingdom service looks like. As such, throughout the summer we will ask you to rotate through any, or all, of the positions listed below.

**Kitchen Crew,      Technical Adventure Coordinator,      Operations Crew,      Cabin Facilitator**

If you feel that you would be *uncomfortable* with any of these positions after training, please explain why.

---

---

8. As a returning staff are you interested in specializing in a few specific Adventure Events and therefore, when a TAC, take more ownership and leadership in the event(s)? \_\_\_ Yes \_\_\_ NO. If so, which one(s) would you like the opportunity to specialize in and why? (Please keep in mind this will not guarantee your placement in that training)

---

---

---

---

9. Review the ten emphasis statements (Grace over Law, Discretion over Rules, etc.) listed on page 2. Please pick one and explain what you think the emphasis statement is trying to communicate and how you could see that playing out during a Bighorn summer.

---

---

---

---

---

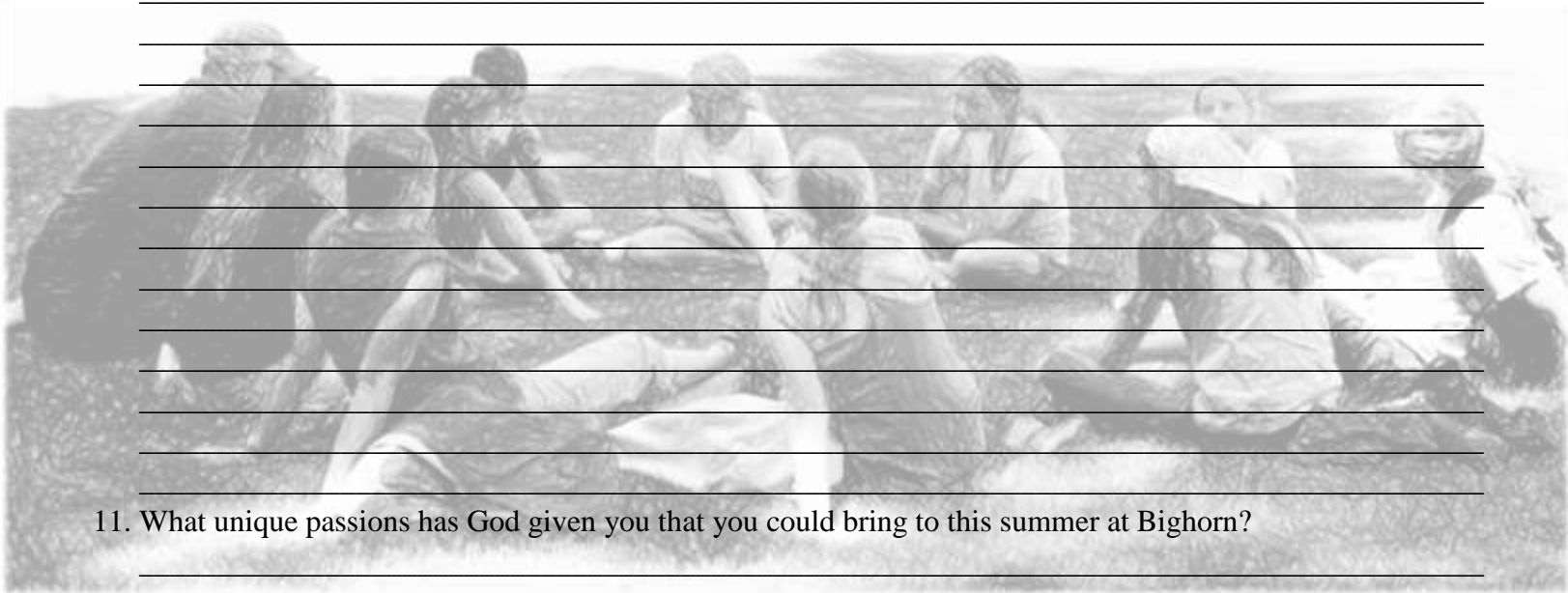
---

---

---



10. The mission of Camp Bighorn is to *steward environments that are conducive to the work of the Holy Spirit, proclaim the Gospel of Jesus Christ and develop Kingdom leaders*. In your own words, what do you think this means and how do you see yourself helping Camp Bighorn fulfill this objective?



11. What unique passions has God given you that you could bring to this summer at Bighorn?

12. Come up with 3 personal goals for the summer. How would you like to see yourself grow physically, relationally, and spiritually? Also write them on a separate paper and pray through them before you come this summer. Be ready to talk about them through the summer.

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 would a “successful” summer look like to you?

---

---

---

---

15. What are 3 of your strengths that would contribute to your success this summer?

---

---

---

---

---

16. What are 2 weaknesses you see that God is using to teach you? How can god be using these this summer?

---

---

---

---

---

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

---

---

---

---

---

18. Having been on staff before, what did you like about it? What did you dislike?

---

---

---

---

---

19. In light of your answer to the previous question, how can you be preparing yourself to be intentional in contributing and influencing our staff culture and ministry to our campers this summer?

---

---

---

---

---

---

---

20. Does Bighorn serve to continue to cultivate the passions God has given you? Is Bighorn the best choice for you to serve God this summer – where you can be trained and equipped for future good works that God has planned for you beforehand? Why or why not?

---

---

---

---

---

---

21. Do you know anyone else coming to Bighorn this summer? Why would you or wouldn't you want to share the same dorm room with them? (provided friend is same gender)

---

---

22. Working at Bighorn is physically demanding, please indicate any physical limitations that you might have.

---

---

23. List any certifications you have and their expiration dates. (ex. CPR, First Aid, Lifeguard Certification, etc.)

---

---

24. 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:

---

---

25. Do you have questions or comments for Bethany as she steps into the role of the Summer Staff Coordinator this summer? Or any other questions or comments you would like Permanent Staff and Interns to consider while planning and praying for this summer of ministry to our campers?

---

---

---

---

---

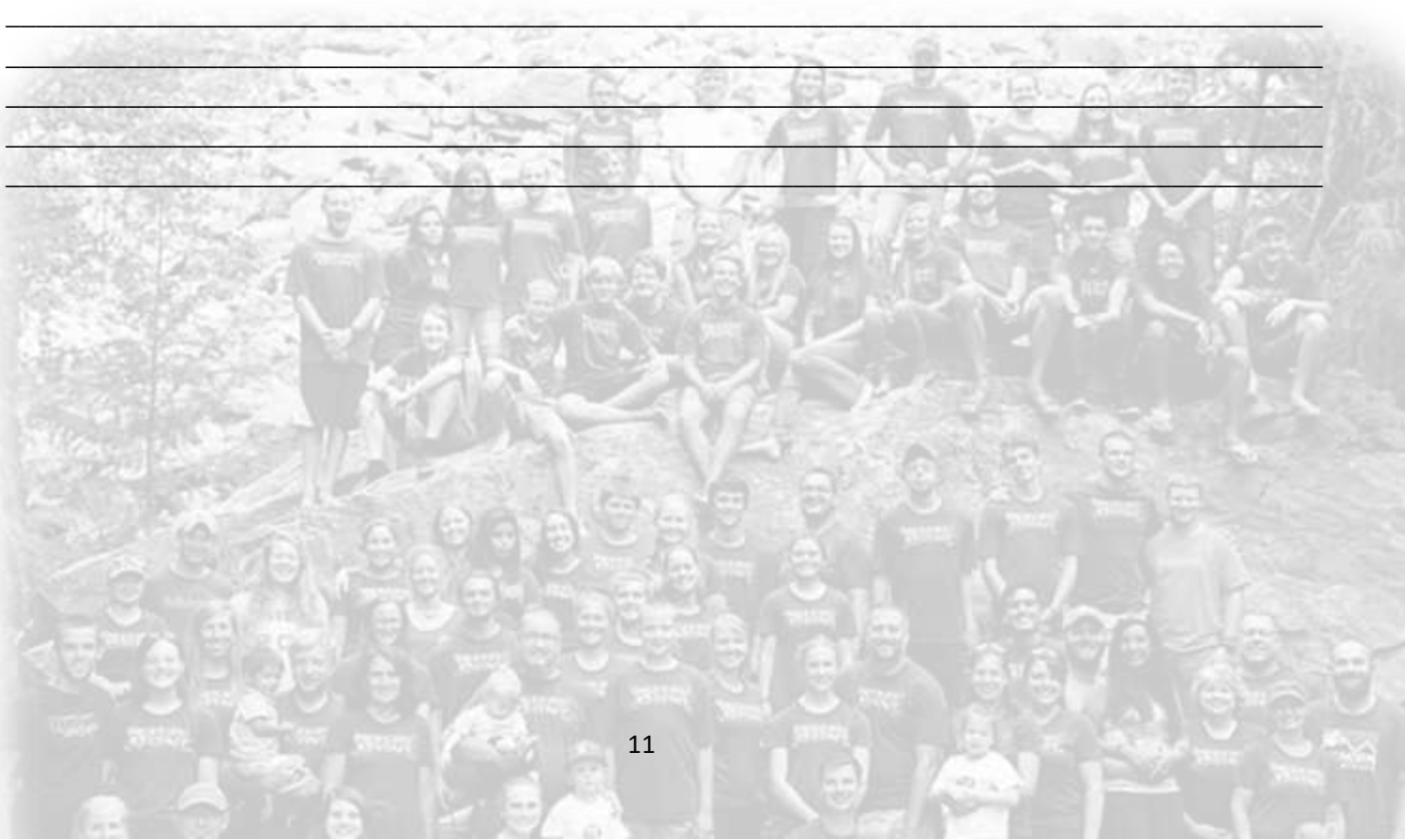
---

---

---

---

---



# 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 strive to love God with all that is within them and to serve others so that the name of Jesus Christ would be honored and glorified.

During your time on summer staff, your personal commitment to the duties assigned to you, staff devotions, and service to others will insure that you and the campers have the best experience possible. Therefore, be sure to have reviewed and agreed to the enclosed Staff Policies prior to submitting this application. We must also safeguard the physical and emotional state of our staff and campers from those that would put others in harm's way. For that reason, 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.
- 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 Bighorn Adventure'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.

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## 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 2018. By signing below, I am willing to have my child apply for a summer staff position, and if selected, work at Bighorn summer 2018.

Parent or Legal Guardian Name (Print): \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_