



CORTLAND BIBLE CLUB CAMP
P.O. BOX 100
PITCHER NY 13136
(607) 863 4225

SUMMER STAFF
PRE-EMPLOYMENT
APPLICATION

PERSONAL INFORMATION

NAME (Last) (First) (Middle)

Permanent Address (Street) (City) (State) (Zipcode)

Permanent Phone ( ) - I will be at this address beginning 20

Permanent Cell ( ) - Email Address

Temporary/School Address (Street) (City) (State) (Zipcode)

Temporary Phone ( ) - I will be at this address until 20

Are you 18 years of age or older? Yes No If no, give date of birth / /

Have you ever been convicted of a felony? (A conviction will not automatically disqualify job candidates. Seriousness of crime and date of conviction will be considered.) Yes No if yes, please explain

How did you hear about Cortland Bible Club Camp?

CHURCH INVOLVEMENT

Church Website

Your Involvement:

Pastor's Name Phone ( ) Email

Church Address (Street) (City) (State) (Zipcode)

EDUCATION AND CERTIFICATIONS

School Name Major Courses

High School

College or Univ

Certifications: (i.e. Lifesaving, WSI, EMT, LPN, RN, 1st Aid, CPR, etc)

WORK EXPERIENCE

Camp, Ministry, and Other Experience (LIST THE MOST RECENT FIRST)

Employer #1

Address (Street) (City) (State) (Zip)

Name of supervisor Phone ( )

Dates of employment Reason for leaving

Position Responsibilities

Employer #2 \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Name of supervisor \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Dates of employment \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Position \_\_\_\_\_ Responsibilities \_\_\_\_\_

Employer #3 \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Name of supervisor \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Dates of employment \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Position \_\_\_\_\_ Responsibilities \_\_\_\_\_

## REFERENCES

Please provide three (3) non-related references from people in the following areas of your life.

1. **Spiritual Reference:** pastor, youth pastor or spiritual counselor (listed under Church Involvement)

Name \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

2. **Work Reference:** former employer (listed under Work Experience)

Name \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

3. **Character Reference:** someone who knows you well

Name \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

It is YOUR responsibility to provide the *Confidential Reference Form* to your references to complete and send to **CBCC; P.O. Box 100; Pitcher, NY 13136**. Additional forms can be downloaded at [www.cortlandbibleubcamp.org](http://www.cortlandbibleubcamp.org)

# MINISTRY OPPORTUNITIES

## PROGRAM STAFF

- Counselor (18 Preferred)
- Swing Staff (17 Preferred)
- Leadership Training Director (21 Preferred)

## SUPPORT STAFF

- Waterfront Director (21 Preferred)
- Lifeguard, (16 Preferred)
- Kitchen Assistant (15 Preferred)
- Maintenance Assistant (15 Preferred)

## ACTIVITY SKILLS

The following instructional activities may be offered to the campers during the summer camp program at CBCC. The information you provide in this section will help determine what activities you are able to teach or assist. Specific training in the activities will take place during Staff Training Camp. Structured activity lessons will be provided with flexibility to add your own teaching style and creativity. If you have a special skill not listed, please select "Other Skill" and tell us about it in the space provided. Events that all staff will learn to teach or participate in are NOT listed below (i.e. Bible lessons, mountain climb, etc)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Archery       | <input type="checkbox"/> Music (Instruments)) | <input type="checkbox"/> Pioneering (camping skills) |
| <input type="checkbox"/> Arts & Crafts | <input type="checkbox"/> Music (Vocal)        | <input type="checkbox"/> Puppetry                    |
| <input type="checkbox"/> Drama         | <input type="checkbox"/> Nature               | <input type="checkbox"/> Sign Language               |
| <input type="checkbox"/> First Aid     | <input type="checkbox"/> Orienteering         | <input type="checkbox"/> Sports                      |
| <input type="checkbox"/> Fishing       | <input type="checkbox"/> Photography          | <input type="checkbox"/> Swimming                    |

Do you play any instruments? \_\_\_\_\_ Other Hobbies you are involved in \_\_\_\_\_

## GETTING TO KNOW YOU BETTER

On a separate sheet of paper, typewritten if at all possible, please respond to all of the following items in the form of a testimony about yourself. Give this part of the application process careful consideration. Your original thoughts, style of writing, and neatness of presentation reflect your personality. Be specific give Scripture references, personal experiences, special events, or anything else, which will help us get to know you better. THANK YOU FOR YOUR EFFORT.

- Why do you wish to serve at Cortland Bible Club Camp this summer?
- Briefly describe the circumstances of your personal conversion and commitment to Jesus Christ.
- Write a short paragraph conveying the ways that you pursue growth with Christ in your daily life.
- Tell us about any experience you have had working with children and youth. Do you have any urban youth experience?
- Briefly summarize the Gospel of Jesus Christ, as you would share it with someone who has never heard it.
- List your areas of ministry. Describe how you are using your special gifts, talents, and skills in school, community, and church activities.
- Briefly tell us your future plans and goals for your life.
- Describe your concept of a Christian camping experience.
- Please indicate any hesitations, disagreements or questions about the Cortland Bible Club Camp/BCM International Doctrinal Statement and Special Policies.

## DISCLAIMER AND ACKNOWLEDGEMENTS

I have read and fully understand all questions requested in this application. I certify that all answers given by me are accurate and complete. I understand that the completion and/or execution of this application does not ensure me a position, nor does it obligate me or Cortland Bible Club Camp/BCM International (the organization) in any way. I fully understand that the omission and/or misrepresentation of facts requested may be cause for immediate dismissal without prior notice.

I authorize the organization to inquire about my work and personal history and to verify all data given in this application for employment, related papers and my oral interviews. I authorize the organization to contact the references listed above and I release each person from liability for providing this information. I further authorize a post-offer criminal history file check by name and identifiers to determine the existence of any arrest resulting in conviction. I understand that information concerning my references and criminal history check will be treated in a confidential manner and only those individuals with a legitimate need to know will have access to this information.

I have read, understand and agree to and abide by the organization's Doctrinal Statement and Special Policies. I, furthermore, understand that because the organization is a Bible- and Christ-centered ministry that my affirmation of the Doctrinal Statement and Special Policies needs to be ongoing and committed to continue employment.

If accepted for employment, I agree to abide by all the rules and regulations set forth by the organization outlined in the Staff Manual. I understand that my employment and compensation can be terminated AT WILL, with or without cause, at any time, either at my option or at the option of the organization.



## BCM International Doctrinal Statement

As a Bible-Centered Ministry, we are committed to the following Doctrinal Statement:

1. We believe in the verbal and plenary inspiration of the 66 books of the Old and New Testaments. The Bible is inerrant, infallible, sufficient and entirely trustworthy as originally given. The Bible is the very Word of God and is the supreme and final authority in all matters of faith and conduct (Ps. 19:7-11; Matt. 5:17, 18; Jn. 17:17; 1 Cor. 2:13; 1 Thess. 2:13; 2 Tim. 3:15-17; Heb. 4:12; 2 Pet. 1:19-21).
2. We believe in the one true and living God, eternally existing in three persons — Father, Son, and Holy Spirit — eternal in being, identical in nature and equal in power and glory, having the same attributes and perfections. God is unchangeable in His holiness, justice, wisdom and love. God is the almighty Creator and Sustainer of all things. He is Savior and Judge Who governs all things according to His sovereign will and for His own glory. (Gen. 1,2;26;11:7 ; Is. 40: 12-28; Matt. 3:16,17; 28:19,20; Jn. 1:1-3; 10:30; Acts 5:3,4; Col. 1:15-17; 2 Cor. 13:14; Heb. 1:8).
3. We believe that the Lord Jesus Christ, eternal Son of God, became fully man without ceasing to be God. He was conceived by the Holy Spirit, born of the virgin Mary and lived a sinless life of obedience to the Father's will. In His incarnation Jesus revealed God and redeemed sinners. The Lord Jesus Christ ascended to Heaven, and is now exalted at the right hand of God as our High Priest, Intercessor and Advocate (Matt. 1:18; 3:16,17; Luke 24:51; John. 17:5; Acts 1:11; Rom. 8:34; Gal. 4:4,5; Phil. 2:5-11; 1 Tim. 2:5,6; Heb. 4:14; 9:24-26; 1 Jn. 2:1,2).
4. We believe in the universal sinfulness, total depravity and guilt of human nature since the fall, rendering man subject to God's wrath and condemnation (Isa. 53:6; 59:2; Rom. 3:10-23; 5:12-19; Eph. 2:1-5, 12).
5. We believe that redemption from the guilt, penalty and power of sin is possible only through the vicarious, sacrificial death and bodily resurrection of the Lord Jesus Christ as our Representative and Substitute. Salvation is entirely a work of God's grace and cannot be earned or deserved. All who believe in Christ are justified by faith alone, adopted into the family of God and receive eternal life (Jn. 1:12,13; Rom. 5:6-21;6:23; Eph 2:8,9; Tit. 3:47).
6. We believe in the necessity of the work of the Holy Spirit to make the death of the Lord Jesus effective to the individual sinner bringing conviction of sin, regeneration and granting the sinner repentance towards God and saving faith in the Lord Jesus Christ. The Holy Spirit indwells the believer bringing assurance of salvation, a desire for holiness of life through separation from sin, commitment to serve his Lord and Savior and, through the process of sanctification, transforms the believer into increasing likeness to Christ (Jn. 3:5-8;16:7-15; Acts:4;4:31;13:9,52;1 Cor. 2:9-16; 12:13;2 Cor. 3:18; Gal.5:16; Eph. 1:13,14;5:18-20).
7. We believe in the imminent personal and visible return of the Lord Jesus Christ, His millennial rule on earth, the bodily resurrection of the just and the unjust, God's judgment of the living and the dead, the everlasting blessedness of the saved, and the eternal punishment of the wicked (Zech. 14:1-11; Acts 1:11; 1 Thess. 4:13-5:10; Rev. 19:11-16; 20:1-6).
8. We believe that Satan is an angelic being, the author of sin, and the cause of the fall; that he is the open and declared enemy of God and mankind; and that he will be eternally punished in the lake of fire (Gen. 3:1-13;Isa. 14:12-16; Ezek. 28:13-17; 2 Cor. 11:14; 1 Pet. 5:8, 9; Rev. 12:10, 20:10).
9. We believe that God hears and answers the prayer of faith, in accordance with His own will, for the sick and afflicted, but do not believe divine healing of the body is in the atonement (Isa. 53:4-6, 10, 11; Matt. 8:16, 17;2 Cor. 12:7-10; Jas. 5:14-16; 1 Pet. 2:24).
10. We believe in the one universal Church of Christ, which is His bride. The Church is the body of Christ and made up of all those who are born again. In its universal aspect the Church encompasses time and space but in its local expression is established for worship, mutual edification, and witness. While organizations like our own have been raised of God to fulfill the Great Commission to make disciples of all nations, the local church is the center of God's program for world evangelization (Acts 13:1-3; 14:23, 27; 1 Cor. 1:2; 12:13; Gal. 3:26-28; Eph. 1:22, 23; 5:25-32; 1 Tim. 3:15).



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## Special Policies

In addition to the Cortland Bible Club Camp/BCM International Doctrinal Statement, we believe, and strongly stand by, that the following excerpts taken from the BCM International Handbook, Section 4 – BCM Special Policies are applicable to all regular, seasonal and volunteer staff employed by Cortland Bible Club Camp.

### 4.2 Statement on Sexuality

BCM International affirms the historical, biblical doctrine that marriage between one man and one woman is God-ordained, hence "honorable" (i.e. to be held in high esteem or value), and the sexual relationship between a man and a woman within the bonds of marriage, as defined in Scripture, is "undefiled" (i.e. holy and beautiful).

Homosexual behavior, adultery and all other forms of sexual immorality are clearly condemned by God in the Scriptures. BCM's conviction regarding the sinfulness of homosexual practices, adultery and all other forms of sexual immorality, should not be construed to deny God's love and compassion for the sinner while hating the sin. God is full of grace, as well as truth.

We thus affirm that homosexuals, adulterers and those who engage in all other forms of sexual immorality, like the rest of humanity, are fully the objects of God's redemptive love. By faith in the Lord Jesus Christ and repentance of all sin, all may obtain full forgiveness, cleansing and may experience divine transformation through the renewing of their minds.

Hence, we will seek for the genuine repentance and regeneration of every soul enslaved to sin, including homosexuals, adulterers and those who engage in all other forms of sexual immorality, in order that they might know and experience true freedom in Christ and glorify God in their bodies.

BCM also adheres to the Biblical truth that each individual is born either male or female and that distinction is given by God from conception. BCM does not believe that an individual has the right to change his or her God-given sexuality by physically restructuring their body to the opposite gender.

Therefore, BCM International will neither knowingly accept nor retain, employ nor aid in the support of workers, volunteers, missionaries and associate workers within this organization whose sexual behavior violates these biblical truths and principles.

### 4.6 Misuse of Spiritual Gifts in the Church Today

BCM acknowledges there are true believers in the present day church who misuse the interpretation of Scripture in regard to certain spiritual gifts that were evidently limited to the early church. We do recognize, as our brothers and sisters in Christ, those who have truly repented of their sin and who are trusting in Jesus Christ alone as their personal Savior and Lord.

As a Christian organization, we believe in the importance of the authority of Scripture as outlined in our Doctrinal Statement. Therefore, we disagree with the following current emphasis on speaking in tongues as evidence of salvation, miraculous healings as a believer's 'right' through Christ's atonement and the dependence upon new authoritative revelation as a replacement/addition to the authority of Scripture.

As a Mission, we believe that Scripture does not support these emphases. BCM believes that God is not limited in what He can do or what in His sovereignty He may choose to do, but we believe that these emphases are not the operational norm within this present church age. Thus, we do not appoint or retain missionaries who actively promote or practice these emphases.



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# CORTLAND BIBLE CLUB CAMP

## Confidential Reference Form



**APPLICANT:** Please write your name and position you are applying for, then give a copy to each of your references. Check the box that applies to this reference: spiritual, work, or personal.

**Applicant's Name** \_\_\_\_\_ **Position applying for** \_\_\_\_\_

**REFERENCE:** If you are unfamiliar with the ministry of Cortland Bible Club Camp, please visit our Web site at [www.cortlandbibleclubcamp.org](http://www.cortlandbibleclubcamp.org). Complete questions that apply to your area of knowledge and write "N/A" for questions that are none applicable. Please return this form to CBCC at the address below as soon as possible.

Working in a summer camp ministry with children requires a lot from a person:

- Willingness to frequently forgo personal fellowship and recreation in order to be with and have an impact on the campers for the Lord.
- Ability to work together and live with people of many backgrounds and personality types to the glory of the Lord.
- Desire to communicate God's Word in word and deed
- Ability to accept responsibility and submit to authority

1. Do you believe this person meets the requirements mentioned above?  yes  no, please explain: \_\_\_\_\_

2. How long have you known the applicant? \_\_\_\_\_ 3. What is your relationship to the applicant? \_\_\_\_\_

4. How well do you know the applicant?  very well  casually  very little

5. How would you rate the applicant's knowledge of the Bible?  below average  average  above average  N/A

6. What activities, attitudes or behavior in this person's life give evidence of a relationship with the Lord? \_\_\_\_\_

7. How does the applicant display an ability to work with children? \_\_\_\_\_

8. Please check the answers that best apply to the applicant for the following:

- Ability to form, execute, and follow through on plans:
  - Needs constant supervision  Meets average expectations  Does over and above assigned
- Interaction with other coworkers:
  - Avoided by others  Tolerated by others  Liked by others  Well liked by others
- Leadership ability:
  - Always a follower  Occasional leadership  Strong leadership
- Would you like to see this person at camp because of ...
  - what he or she can contribute to our program  what we can do for him or her, or  both

9. Would you hire this person for this ministry if in the position to do so? \_\_\_\_\_

10. Do you know of any reason this person should not be left alone with a child? If so, please explain \_\_\_\_\_

11. Additional comments? \_\_\_\_\_

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

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Email \_\_\_\_\_



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