



Marmon Valley Ministries Christian Camps

Marmon Valley Ministries
7754 State Route 292
Zanesfield, Ohio 43360

Phone: 937 593-8051
Fax: 937 593-6900
ministries@marmonvalley.com
www.marmonvalley.com

Summer Camp Staff Application

Employment Requirements: Because of the nature of our Christian camp program, applicants must have a clear, viable testimony of their conversion to Christ and their right relationship with Him through Christ. He/she must recognize the ultimate authority and the complete sufficiency of Scripture (The Bible) for all of life. The applicant must possess a sincere desire to give themselves away in Christ-focused ministry for the glory of God. Marmon Valley Ministries employs without regard to race, color, sex, national origin, age, or veteran status.

The following positions are available; please check the position(s) for which you are applying:

<p><input type="radio"/> Junior Staff Age 16-17</p> <p>6-week employment commitment</p> <p><input type="checkbox"/> Lifeguard <input type="checkbox"/> Stables</p> <p><input type="checkbox"/> Maintenance <input type="checkbox"/> Kitchen</p>	<p><input type="radio"/> Summer Staff Age 18+</p> <p>11-week employment commitment</p> <p><input type="checkbox"/> Counselor <input type="checkbox"/> Lifeguard <input type="checkbox"/> Program</p> <p><input type="checkbox"/> Stables <input type="checkbox"/> Kitchen <input type="checkbox"/> Maintenance</p>
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Contact Information

<p>Applicant Information: Date: _____</p> <p>Name (Mr., Mrs., Miss): _____</p> <p>Date of Birth: _____ Age: _____</p> <p>Marital Status: <input type="radio"/> single <input type="radio"/> married</p> <p>T-Shirt Size: _____ Dress Shirt Size: _____</p> <p>Have you applied for employment at MVF before? _____</p> <p>Current Address: _____</p> <p>City: _____ State: _____</p> <p>Zip: _____</p> <p>Current Phone: (_____) _____</p> <p>Cell Phone: (_____) _____</p> <p>Email address: _____</p> <p>Permanent Address: _____</p> <p>City: _____ State: _____</p> <p>Zip: _____</p> <p>Phone: (_____) _____</p> <p>Dates of Availability:</p> <p>From: _____ to _____</p> <p>Time Off Requested: _____</p>	<p>Emergency Contacts:</p> <p>Closest relative: _____</p> <p>Home Phone: (_____) _____</p> <p>Work Phone: (_____) _____</p> <p>What church do you attend?</p> <p>Name: _____</p> <p>Address: _____</p> <p>Phone: (_____) _____</p> <p>Personal Involvement:</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Employment Eligibility:</p> <p>Are there any reasons you may have difficulty in performing any of the essential elements of the job for which you have applied?</p> <p>Yes (explain): _____ No: _____</p> <p>Have you ever been convicted of a felony or charged with or convicted of child abuse or unlawful sexual offense?</p> <p>Yes (explain): _____ No: _____</p>
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Experience

Please list any ministries you have participated in or have been associated with and any leadership positions you held.

Dates	Name of Ministry	Participation or leadership position held
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

References

Please list the names and phone numbers of 3 people, including your Pastor/Youth Pastor and a former employer, who could comment on your character. Do not include relatives. Give a recommendation form (found at the end of this application) to each person listed here to fill out and return to our office.

Name	Address	City, State, Zip	Phone
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Employment and Education

Please list the name and address of your most recent employers.

Organization	Supervisor	Phone	Address	City, State, Zip
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Please record your current level of education.

School	Current Grade Level	Graduation Year	Major
_____	_____	_____	_____
_____	_____	_____	_____

Medical

The Farm environment can be dry, hot and dusty, and the physical labor can be strenuous. If employed, you will be actively involved with horses and other farm animals. You will be around straw, hay, grains and other agriculture. We have no air-conditioned accommodations. Please answer the following questions concerning your medical and health history.

Yes No Are you in good health? If no, please explain

 Yes No Do you have asthma?

 Yes No Any physical disabilities? If yes, please explain

 Yes No Any allergies? If yes, please explain

 Yes No Any special dietary needs? Please explain

Skills and Certifications

Please indicate your level of experience in each of the skills listed below on a scale from 0-5. Zero being no experience and 5 being very experienced.

Personal Skills Applicable to Marmon Valley Summer Camp				
Program Activities	Equestrian	Service	Specialized Program	Cabin Life
<input type="checkbox"/> Archery	<input type="checkbox"/> Horseback Riding	<input type="checkbox"/> Cooking	<input type="checkbox"/> Photography	<input type="checkbox"/> Child Care
<input type="checkbox"/> Camp Crafts	<input type="checkbox"/> Riding Instruction	<input type="checkbox"/> Serving	<input type="checkbox"/> Computers	<input type="checkbox"/> Counseling
<input type="checkbox"/> Belaying/climbing	<input type="checkbox"/> Pack and Trail	<input type="checkbox"/> Baking		<input type="checkbox"/> Facilitating
<input type="checkbox"/> Low Ropes	<input type="checkbox"/> Trail Guiding	<input type="checkbox"/> Dish Washing		<input type="checkbox"/> Bible Study
<input type="checkbox"/> Camping	<input type="checkbox"/> Vaulting	<input type="checkbox"/> Carpentry	Waterfront	<input type="checkbox"/> Lesson Planning
<input type="checkbox"/> Outdoor Cooking	<input type="checkbox"/> Ground Driving	<input type="checkbox"/> Mechanical	<input type="checkbox"/> Lifeguard	<input type="checkbox"/> Bible Teaching
<input type="checkbox"/> Group Games	<input type="checkbox"/> Horse Training	<input type="checkbox"/> Mowing	<input type="checkbox"/> Swimming	<input type="checkbox"/> Small Groups
<input type="checkbox"/> Outdoor Recreation	<input type="checkbox"/> English	<input type="checkbox"/> Cleaning / Laundry	<input type="checkbox"/> Boating	
<input type="checkbox"/> Song Leading	<input type="checkbox"/> Western	<input type="checkbox"/> Farming		
<input type="checkbox"/> Musical Instrument: _____		<input type="checkbox"/> Animal Care		

Are you currently certified in any of the following? (List expiration Date)

_____ CPR	_____ EMT	_____ WSI	_____ Other
_____ Life Guard	_____ First Aid	_____ WRF/WFA	_____ CHA/CCHI

Questions

Please answer the following questions concisely and simply in a manner that reflects your own understanding of the topic. Call if you need clarification. You may use a separate sheet of paper if necessary.

1. THEOLOGY

A. Describe what it means to be right with God? How does one become right with God?

B. Respond to 1 John 5:13; how can you know if you have eternal life?

C. According to Romans 3:21-24 how can God justify (declare righteous) a sinner?

D. Include on a separate sheet of paper a concise testimony of God's grace in bringing you to Himself for salvation. (Include when you trusted Christ and how you know you have eternal life). Please note: Your application will not be processed without a copy of this testimony.

E. In simple terms, what did/does God intend to accomplish in the following:

- **The Earthly Ministry of Christ**

- **The Death and Resurrection of Christ**

- **The Second Coming of Christ**

3. SPIRITUAL READINESS

A. How are you currently pursuing growth (in Christ-likeness, godliness, etc.) in the Lord?

B. Describe how you are serving the Lord right now where you are at?

C. What part does repentance play in your relationship with God?

D. Of what value is the Bible to you? How is it a part of your life?

F. Please state briefly your views on each of the following:

- **Drinking Alcoholic Beverages:**

- **Smoking and drug use:**

- **Homosexuality:**

- **Sexual Immorality:** (including premarital sex, pornography, etc...)

G. Are you currently participating in any of the above activities? If yes, explain

7. PURPOSE AND GOALS

A. What do you believe are your spiritual gifts, and how can you use them to contribute to the ministry at Marmon Valley Ministries? 1 Peter 4:9-11, Romans 12:6-8

C. Why do you want to work at Marmon Valley Ministries Christian Camps?

Employment Policies

AFFIRMATION OF MISSION AND DOCTRINE

Marmon Valley Ministries is an independent, nondenominational Christian farm park dedicated to providing wholesome (Christ exalting) outdoor, farm-style recreation, education and accommodations for families, churches and youth throughout Ohio. (Family Farm Fun!)

Summer Camps Mission Statement

Marmon Valley Ministries, a 501c3 non-profit organization, is dedicated to providing high quality, Christ-focused horsemanship camps and farm themed recreational/educational programs designed to promote wholesome fun, development horsemanship skills and to help youth and/or families know Jesus Christ and understand how to live for Him. (Faith, Farm, and Fun!)

Statement of Faith

- We believe the Bible to be the inspired word of God, infallible, authoritative and sufficient for all matters of faith and conduct. (2 Timothy 3:16, 2 Peter 1:20-21)
- We believe in the triune God: God the Father, God the Son, and God the Holy Spirit. (Matthew 28:19, 2 Corinthians 13:14)
- We believe Jesus Christ was God in the flesh, born of a virgin, lived a perfect life, died as a substitute for our sins, arose after three days in the grave, ascended into heaven and is coming again to receive His elect. (Isaiah 7:14, 1 Corinthians 15:3-4, 1 Thessalonians 4:13-18)
- We believe in the total depravity of man, the reality of sin and necessity of the new birth in salvation by grace through faith in Jesus Christ (Romans 1:18-32, John 3:3)
- We believe that salvation is solely by God's sovereign grace through faith alone, apart from any works or any religious rituals. (Ephesians 2,8-10, Galatians 3:1-4)
- We believe in the finished work of the Lord Jesus Christ, who died on behalf of spiritually dead sinners once and for all. (Ephesians 2:1-9, John 1:12)
- We believe in the Person of the Holy Spirit and His work of conviction, regeneration, and sanctification, who indwells every believer equipping them with gifts for service and witness. (1 Corinthians 12:13, Romans 8:9-11, Hebrews 2:1-4)

Our Goals

- To model and encourage a Christ-centered life
- To teach relationship with Christ as a foundation
- To build one-on-one relationships with campers
- To teach and model Godly character

STANDARDS OF CONDUCT

Because of this unique position we ask that you understand and comply with the following policies of conduct while employed at Marmon Valley Ministries...

1. In addition to your ministry experience, each staff member will receive room and board, and financial remuneration.
2. All staff should be in attendance at staff training and horsemanship training the weeks preceding the opening of the summer camping program. Exceptions to this policy must be clearly understood and determined by the Program Director. Before leaving camp at the close of the summer an exit interview will be conducted by the camp director, program director or other program leadership staff.

Standards of Conduct continued

3. Although each staff member will be hired with a primary area of service in mind, the very nature of the camping ministry requires flexibility and a servant's attitude as you may be asked to serve in different areas during the summer.
4. Each staff member will receive a 24-hours off from Saturday afternoon until Sunday afternoon. It is essential to your health and spiritually vitality that you use this time to rest and be renewed spiritually through worship in a local church.
5. Since MVM's stated purpose is to proclaim the good news of Jesus Christ, we are seeking committed and growing Christians to serve with us on staff. Staff members are expected to give of themselves in an unselfish manner to serve others and to assist one another to accomplish the tasks that arise.
6. To best accomplish unselfish service each staff member must support decisions made by MVM leadership and that if disagreements arise they are handled in a Biblical fashion and not by gossiping.
7. Staff members are to refrain from drinking alcohol, using tobacco, premarital sex, and participating in other forms of immorality whether on or off of camp property. Failure to comply will result in immediate dismissal.
8. Although views may vary on secondary doctrinal issues, and matters of Christian liberty we ask that everything be done in moderation, with others in mind, while you serve as a role model for Christ. Our teaching emphasis towards summer campers and other guests focuses on the essentials of the gospel message.
9. Dress is to be modest and professionally appropriate for the department in which you serve. Similarly, employees must present themselves in a professional manner; therefore, visible body piercing is not permitted while on camp property, hair must be groomed and overall hygiene observed.
10. Please seek to glorify God in all you do.

This is the standard we ask you to uphold. If you disagree with any of the above statements please discuss the issue immediately with the camp director and/or program director or find another camp. Any infraction of these policies may result in discipline or dismissal. **If hired as an employee for Marmon Valley Ministries, Inc, I agree to abide by the above policies. I understand that failure to do so will result in discipline or dismissal. Additionally, I am in agreement with the above doctrinal position and can willingly support the mission and purpose of the camp.**

Summer Staff Employee Signature

Date

OUR HIRING PROCESS

1. Thoroughly complete the application packet and return to Marmon Valley Ministries.
2. Select three references and instruct them to complete a reference form and return it to Marmon Valley Ministries.
3. We receive many applications for a limited number of available positions. We will contact applicants who have passed through our initial application review process in order to schedule an interview (phone or face-to-face). Not all applicants will be contacted for further interviewing.
4. Qualified applicants may be offered a position anytime after completing an interview.
5. All applicants tentatively selected for a position may be required to submit a urinalysis to screen for substance abuse and a fingerprinted background check (if 18 or older) prior to final job offer. *Positive drug test means no job.* Once employed, post-accident drug screening may be required by MVF if supervisors deem it necessary.

AFFIRMATION OF ACCURACY

I certify that everything in this application is true and correct. I understand that Marmon Valley Ministries may contact my references and my past employers. I also understand that Marmon Valley Ministries will require a criminal record check conducted on me and that a urinalysis test for substance abuse may be required for pre-employment and post accident situations, and I agree to cooperate with these policies. I understand that these tests may be required at my expense. Furthermore, I understand the Christian discipleship nature of this position and the requirements set forth in this application.

Summer Staff Employee Signature

Date

Parent/Guardian Signature (Required for applicants under the age of 18)

Date

It is recommended that you retain a copy of the Employment Policies for your records. Questions about this application or hiring process can be directed to Kyle Augsburger at 937-593-8051 or kyle@marmonvalley.com.

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Summer Staff Recommendation

For employment at Marmon Valley Ministries

To the Reference:

Thank you for taking a few moments to honestly review the character and work ethic of the applicant for which this form is regarding. Marmon Valley Ministries is a Christian summer camp and riding stable in west central Ohio. We only employ individuals with the highest level of integrity and who genuinely demonstrate character that is worth modeling. The Farm is an intense work environment requiring hard work, the ability to work independently and to make good decisions. Your recommendation is an important part of our hiring process. Please contact Marmon Valley Ministries if you have questions about this form; (937)593-8051. Thank you for your time.

To the Applicant:

Give this form to each reference listed on your application.

- Print your name and the position for which you are applying in the spaces below.
- Provide a stamped and addressed envelope for each form.

This box is to be completed by the applicant

Applicant's Name _____ is applying for the position of _____

I hereby waive my right to examine the following recommendation _____
Applicant's Signature (optional **)

Character Reference

This box is to be completed by the reference

Reference Name _____ Relationship to applicant: _____

Signature _____ Date: _____ Title: _____

Organization _____ Hm. Phone _____

Address _____ Wk. Phone _____

1. How long have you known the applicant and in what capacity?

2. Does the applicant demonstrate a lifestyle committed to spiritual growth and moral integrity?

___Never ___At Times ___Usually ___Almost Always Comments:

3. List strengths and weaknesses the applicant exhibits? Be specific – physical, emotional, spiritual.

Strengths: _____

Weaknesses: _____

4. Does the applicant work respectfully and willingly under authority?

___Never ___At Times ___Usually ___Almost Always Comments:

Recommendation for employment *continued*

5. What three adjectives best describe the applicant and why?

Examples: Leader- take-charge personality, Well-liked- good relationships with people around her, Flexible- can work with a changed schedule without getting stressed-out, Cooperative- works well with a group, Joyful- the love of Christ is shines through her.

1. _____
2. _____
3. _____

6. Would you place YOUR child under the direct charge and influence of this applicant?

Yes No Comments/Reservations:

7. Please assess the applicant's readiness and ability to work with children and peers in an intense camping experience.

8. Please rate the applicant on the following characteristics to the best of your knowledge. Check No Knowledge if you have insufficient information to rate the applicant.

	Excellent	Good	Fair	Poor	No Knowledge/ Unable to Answer
A. Good Judgment					
B. Maturity					
C. Teamwork					
D. Work Ethic					
E. Emotional Balance					
F. Friendliness					
G. Integrity					
H. Outgoing					
I. Adaptability/ Flexibility					
J. Leadership Skills					
K. Experience with Children					
L. Attitude					
M. Temper Control					
N. Tact					
O. Teachable/Humility					

9. I recommend I recommend with reservations I do not recommend this person for this position

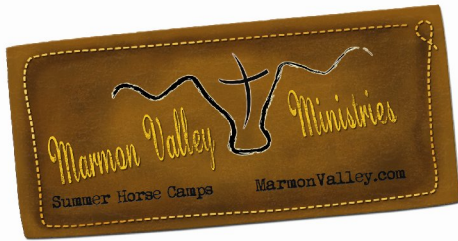
10. Any other comments?

Signature _____ Date: _____

Would you like to discuss further the recommendation of this applicant? Yes No If needed

**Federal law gives applicants the option to waive their rights to see specific letters of recommendation. If the applicant has not signed the waiver statement on the reverse side, we will assume that you are giving the information with full knowledge that it may be seen by the applicant. If the above waiver is signed, the information will remain confidential.

Please Return To: Marmon Valley Ministries – HR Dept - 7754 SR 292 S. - Zanesfield, Ohio 43360



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To the Applicant:

Give this form to each reference listed on your application.

- Print your name and the position for which you are applying in the spaces below.
- Provide a stamped and addressed envelope for each form.

This box is to be completed by the applicant

Applicant's Name _____ is applying for the position of _____

I hereby waive my right to examine the following recommendation _____
Applicant's Signature (optional **)

Character Reference

This box is to be completed by the reference

Reference Name _____ Relationship to applicant: _____

Signature _____ Date: _____ Title: _____

Organization _____ Hm. Phone _____

Address _____ Wk. Phone _____

9. How long have you known the applicant and in what capacity?

10. Does the applicant demonstrate a lifestyle committed to spiritual growth and moral integrity?

___Never ___At Times ___Usually ___Almost Always Comments:

11. List strengths and weaknesses the applicant exhibits? Be specific – physical, emotional, spiritual.

Strengths: _____

Weaknesses: _____

12. Does the applicant work respectfully and willingly under authority?

___Never ___At Times ___Usually ___Almost Always Comments:

Recommendation for employment *continued*

13. What three adjectives best describe the applicant and why?

Examples: Leader- take-charge personality, Well-liked- good relationships with people around her, Flexible- can work with a changed schedule without getting stressed-out, Cooperative- works well with a group, Joyful- the love of Christ is shines through her.

1. _____
2. _____
3. _____

14. Would you place YOUR child under the direct charge and influence of this applicant?

Yes No Comments/Reservations:

15. Please assess the applicant's readiness and ability to work with children and peers in an intense camping experience.

16. Please rate the applicant on the following characteristics to the best of your knowledge. Check No Knowledge if you have insufficient information to rate the applicant.

	Excellent	Good	Fair	Poor	No Knowledge/ Unable to Answer
A. Good Judgment					
B. Maturity					
C. Teamwork					
D. Work Ethic					
E. Emotional Balance					
F. Friendliness					
G. Integrity					
H. Outgoing					
I. Adaptability/ Flexibility					
J. Leadership Skills					
K. Experience with Children					
L. Attitude					
M. Temper Control					
N. Tact					
O. Teachable/Humility					

9. I recommend I recommend with reservations I do not recommend this person for this position

10. Any other comments?

Signature _____ **Date:** _____

Would you like to discuss further the recommendation of this applicant? Yes No If needed

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To the Applicant:

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- Print your name and the position for which you are applying in the spaces below.
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Applicant's Name _____ is applying for the position of _____

I hereby waive my right to examine the following recommendation _____
Applicant's Signature (optional **)

Character Reference

This box is to be completed by the reference

Reference Name _____ Relationship to applicant: _____

Signature _____ Date: _____ Title: _____

Organization _____ Hm. Phone _____

Address _____ Wk. Phone _____

17. How long have you known the applicant and in what capacity?

18. Does the applicant demonstrate a lifestyle committed to spiritual growth and moral integrity?

___Never ___At Times ___Usually ___Almost Always Comments:

19. List strengths and weaknesses the applicant exhibits? Be specific – physical, emotional, spiritual.

Strengths: _____

Weaknesses: _____

20. Does the applicant work respectfully and willingly under authority?

___Never ___At Times ___Usually ___Almost Always Comments

Recommendation for employment *continued*

21. What three adjectives best describe the applicant and why?

Examples: Leader- take-charge personality, Well-liked- good relationships with people around her, Flexible- can work with a changed schedule without getting stressed-out, Cooperative- works well with a group, Joyful- the love of Christ is shines through her.

1. _____
2. _____
3. _____

22. Would you place YOUR child under the direct charge and influence of this applicant?

Yes No Comments/Reservations:

23. Please assess the applicant's readiness and ability to work with children and peers in an intense camping experience.

24. Please rate the applicant on the following characteristics to the best of your knowledge. Check No Knowledge if you have insufficient information to rate the applicant.

	Excellent	Good	Fair	Poor	No Knowledge/ Unable to Answer
A. Good Judgment					
B. Maturity					
C. Teamwork					
D. Work Ethic					
E. Emotional Balance					
F. Friendliness					
G. Integrity					
H. Outgoing					
I. Adaptability/ Flexibility					
J. Leadership Skills					
K. Experience with Children					
L. Attitude					
M. Temper Control					
N. Tact					
O. Teachable/Humility					

9. I recommend I recommend with reservations I do not recommend this person for this position

10. Any other comments?

Signature _____ **Date:** _____

Would you like to discuss further the recommendation of this applicant? Yes No If needed

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