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*Tonto Rim exists to help people see, know and experience God.*

## Summer Ministry Team Application

Thank you for your interest in Tonto Rim Christian Camp! Beautifully located within the Tonto Rim National Forest and just southwest of the Mogollan Rim, Tonto Rim sits at an elevation of 6,000 feet. Although surrounded by great natural beauty and recreational opportunities, our primary goal at Tonto Rim is to see our campers come to know, in a real and personal way, the saving grace of Jesus Christ. ***It is our passion to see lives changed!***

This summer could be the best summer of your life! The goal of the Summer Ministry Team is two-fold. First, we want top notch people who want to serve Christ and see lives changed as much as we do. Everything we do at Tonto Rim - washing dishes, cleaning cabins, leading recreation, counseling students - seeks to point our campers toward the message of God's love. Secondly, we seek to facilitate your spiritual growth through discipleship groups, regular staff worship, Bible study and sharing. When you join the Summer Ministry Team at Tonto Rim you join a family of believers that seek to continually be more like Jesus. We want to share your victories, defeats, joys and tears and help you grow in your walk with the Lord!

If you are interested in making your summer really count, please fill out our Summer Ministry Team Application and return it to the Tonto Rim office. If you have questions about the form or if you would like more detailed job descriptions, just give us a call! Once your application is received, you will hear from us.

*Thank you for your interest in Tonto Rim Christian Camp. We will be praying for you as you seek God's leading for your summer!*

*Tonto Rim Staff*

[info@tontorimchristiancamp.com](mailto:info@tontorimchristiancamp.com)



# Application for Employment



PLEASE PRINT

Equal access to programs, services and employment is available to all persons. Those applicants requiring reasonable accommodation to the application and/or interview process should notify the Tonto Rim office.

Position(s) applied for \_\_\_\_\_ Date of application \_\_\_\_/\_\_\_\_/\_\_\_\_

Referral Source: (check one) \_\_\_\_\_ College Interview \_\_\_\_\_ Church \_\_\_\_\_ Relative

\_\_\_\_\_ Walk In \_\_\_\_\_ Past Employment at T.R.

Name \_\_\_\_\_

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

Phone \_\_\_\_\_ Cell/Alt. Phone # \_\_\_\_\_ Email: \_\_\_\_\_

If necessary, best time to call you at home is \_\_\_\_\_ a.m./p.m. (circle one)

May we contact you at work? \_\_\_\_\_ Personal webpage \_\_\_\_\_

If yes, please provide your work number and best time to call \_\_\_\_\_ a.m./p.m.

If you are under 18 and if required, can you furnish a work permit? \_\_\_ yes \_\_\_ no

If no, please explain \_\_\_\_\_

Have you submitted an application to Tonto Rim Christian Camp before? \_\_\_ yes \_\_\_ no

If yes, please list date(s) and position(s) applied for \_\_\_\_\_

Are you legally eligible for employment in this country? \_\_\_ yes \_\_\_ no

Date available for work? \_\_\_\_/\_\_\_\_/\_\_\_\_ What is your desired wage/salary range? \$\_\_\_\_\_ per \_\_\_\_\_

Will you work overtime if necessary? \_\_\_ yes \_\_\_ no

If no, please explain \_\_\_\_\_

Have you ever been denied the opportunity to work with children in any capacity? \_\_\_ yes \_\_\_ no

If yes, please explain \_\_\_\_\_

Have you ever pled "guilty" or "no contest" to, or been convicted of a crime? \_\_\_ yes \_\_\_ no

If yes, please provide date(s) and details \_\_\_\_\_

*ANSWERING "YES" TO THESE QUESTIONS DOES NOT CONSTITUTE AN AUTOMATIC BAR FROM EMPLOYMENT .*

*FACTORS SUCH AS DATE OF THE OFFENSE, SERIOUSNESS AND NATURE OF VIOLATION, REHABILITATION AND POSITION APPLIED FOR WILL BE TAKEN INTO ACCOUNT.*

Driver's license # \_\_\_\_\_ State \_\_\_\_\_ Exp. Date \_\_\_\_/\_\_\_\_ Special Class? \_\_\_\_\_

**TONTO RIM CHRISTIAN CAMP IS AN EQUAL OPPORTUNITY EMPLOYER**

# Employment History

Provide the following information of your current and past employers, assignments or volunteer activities starting with the most recent .

EMPLOYER	PHONE	DATES EMPLOYED	SUMMARIZE THE TYPE OF WORK PERFORMED / JOB RESPONSIBILITIES
ADDRESS		FROM ____/____ TO ____/____	
STARTING JOB TITLE/FINAL JOB TITLE		STARTING RATE/SALARY \$____ PER ____	
REASON FOR LEAVING		ENDING RATE/SALARY	
MAY WE CONTACT for REFERENCE? ____ YES      ____ NO      ____ LATER		\$____ PER ____	

EMPLOYER	PHONE (    )	DATES EMPLOYED	SUMMARIZE THE TYPE OF WORK PERFORMED / JOB RESPONSIBILITIES
ADDRESS		FROM ____/____ TO ____/____	
STARTING JOB TITLE/FINAL JOB TITLE		STARTING RATE/SALARY \$____ PER ____	
REASON FOR LEAVING		ENDING RATE/SALARY	
MAY WE CONTACT for REFERENCE? ____ YES      ____ NO      ____ LATER		\$____ PER ____	

EMPLOYER	PHONE (    )	DATES EMPLOYED	SUMMARIZE THE TYPE OF WORK PERFORMED / JOB RESPONSIBILITIES
ADDRESS		FROM ____/____ TO ____/____	
STARTING JOB TITLE/FINAL JOB TITLE		STARTING RATE/SALARY \$____ PER ____	
REASON FOR LEAVING		ENDING RATE/SALARY	
MAY WE CONTACT for REFERENCE? ____ YES      ____ NO      ____ LATER		\$____ PER ____	

# Educational Background

List the last three schools attended, starting with most recent.

SCHOOL	# OF YEARS ATTENDED	DEGREE/DIPLOMA	GPA/ CLASS RANK	MAJOR FIELD OF STUDY	MINOR FIELD OF STUDY

# Skills & Qualifications



Summarize any special training skills, licenses and certificates that may qualify you as being able to perform job-related functions in the position for which you are applying or in other positions within a camp setting.

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## References

List at least two adult individuals (one employer or teacher, and one Christian worker) that you can use as personal references (no relatives or peers please.) These people should be familiar with your character and qualifications for the position(s) for which you are applying

Name of Employer or  
Teacher \_\_\_\_\_ Phone \_\_\_\_\_ Years known: \_\_\_\_\_

Name of Employer or  
Teacher \_\_\_\_\_ Phone \_\_\_\_\_ Years known: \_\_\_\_\_

Name of Pastor/Church  
Worker \_\_\_\_\_ Phone \_\_\_\_\_ Years known: \_\_\_\_\_

Name of Pastor/Church  
Worker \_\_\_\_\_ Phone \_\_\_\_\_ Years known: \_\_\_\_\_

Any additional information you would like us to consider:

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## Application Statement

I certify that all information provided in order to apply for and secure work with the employer, is true, complete and correct.

I understand that any information provided by me, that is found to be false, incomplete or misrepresented in any respect, will be sufficient cause to (i) cancel further consideration of this application, or (ii) immediately discharge me from Tonto Rim's service, whenever it is discovered.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume, or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering, and using such information in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I authorize Tonto Rim to conduct a criminal background check. In addition, I understand that Tonto Rim reserves the right to do drug testing compliant with all applicable federal and state laws.

I understand that the employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by applicable local, state or federal law.

It is my understanding that Tonto Rim Christian Camp is an at-will employer and by understanding this, it has been explained to me that if I am hired, I am free to resign at any time, with or without cause and without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the employer is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by myself and the Executive Director of Camping.

I also understand that if I am hired, I will be required to provide proof of identity and legal authority to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

**DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT**

I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_

# Statement of Faith

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## **PREAMBLE**

Tonto Rim Christian Camp, in accordance with the historic Baptist tradition, hold to Believers Baptism by Immersion, Liberty of Conscience, the Separation of Church and state, and the Priesthood of the Believer. We also affirm the following distinctive which need emphasis at the present time:

### **I. THE AUTHORITY OF SCRIPTURE**

The Bible is the inspired, authoritative and infallible Word of God and is our sole rule of faith and practice. It is the standard by which all human conduct and creeds should be tried.

### **II. THE TRINITY**

There is only one true and living God who is manifested in three eternal and coequal persons: Father, Son and Holy Spirit. God possesses holiness, omnipotence, omniscience, omnipresence, love, mercy and all other perfections. All humankind owed to Him supreme faith and obedience.

### **III. HUMANKIND**

Humankind has been created in the image of God but through Adam's fall is now sinful, lost and condemned. By deliberate choice all participate in sin which is open rebellion to God's law. Notwithstanding the fall, all human life through creation has value and dignity.

### **IV. JUSTIFICATION BY FAITH**

Human beings can be forgiven of sin and justified solely through the redeeming work of Jesus Christ who died for sinners and rose again from the dead. Only by repentance from sin and faith in Jesus Christ the Lord can acceptance with God be attained.

### **V. REGENERATION**

Regeneration is the work of the Holy Spirit by which the believer receives a new nature from God. Christian growth or sanctification is the continuation of the new life principle which begins in the new birth.

### **VI. THE CHURCH**

The church in its widest sense includes all believers of all ages. The church is manifested visibly in the local body of baptized believers who covenant together to worship, observe the ordinances and evangelize.

### **VII. HUMAN DESTINY**

Jesus Christ will eventually return visibly at which time He will raise the dead and judge all people. Believers will enjoy an eternal state of blessedness in heaven while unbelievers will experience eternal separation from God in hell.

### **VIII. EVANGELISM AND SOCIAL CONCERN**

The church has been called to preach the gospel so that individual people can receive salvation. Also the church is to become involved in the improvement of society by advocating biblical principles which militate against poverty, racism, violence and all forms of injustice against humankind.

### **IX. HUMAN SEXUALITY**

God's design is that man and woman either be joined together in a perpetual monogamous relationship or live in a single state. Extra-marital sex, adultery and homosexuality are inconsistent with biblical teaching.

***I have read the Statement of Faith for Tonto Rim Christian Camp  
and sign in agreement, without reservation.***

**Signature of Applicant** \_\_\_\_\_ **Date** \_\_\_/\_\_\_/\_\_\_

# Tell us more about yourself...

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At Tonto Rim Christian Camp we desire to have a distinctly Christian atmosphere and influence. Though campers and attendees come from many Christian and non-Christian backgrounds, all are included in chapel services, grace before meals, devotions, etc. Ministry team members participate in leading campers, attendees and other staff in these and other Christian activities. In addition, no matter where one works, all staff are expected to live exemplary Christian lives before campers and staff alike.

In applying for a ministry staff or management position, you are subscribing to a high moral, ethical and spiritual life style and give assurance that you will try to lead campers and staff, in both word and deed, to practical, real faith for themselves.

Therefore, to help us better understand your beliefs and Christian experience, please answer the following questions in your own words. Use additional sheets of paper if necessary. In addition, please find the attached STATEMENT of FAITH that outlines the beliefs of Tonto Rim. All beliefs are listed and founded in God's Word, the Bible. We ask that you sign the attached copy of the STATEMENT of FAITH and include it with your returned application.

1. Summarize how you came to know Jesus Christ as your Lord and Savior.
  
2. In what ways does your Christian faith specifically affect your daily life?
  
3. Have you ever had a time of serious or extended spiritual stumbling in your life? What was it and how was it resolved?
  
4. Would you be willing to refrain from teaching or sharing beliefs which are not common to the doctrines held by Tonto Rim? Circle one: YES NO If no, why?
  
5. Specifically, what are your two greatest strengths? How are they displayed in your life? Specifically, what are your two greatest weaknesses? How have they been displayed in your life and what are you doing to overcome them?
  
6. Why do you want to serve at Tonto Rim?
  
7. Is there anything else you want us to know about you in considering you for a position at Tonto Rim?

I certify that what I have shared about myself and my spiritual walk, is both true and accurate.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_



# Pastor/Church Worker Reference Form

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I, \_\_\_\_\_, hereby give full permission to the person listed below the line to disclose any personal or work related information which he/she believes to be true.

Applicant Name \_\_\_\_\_ Position(s) applied for \_\_\_\_\_  
Applicant Release Signature \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_  
Reference Name \_\_\_\_\_ Relationship to Applicant \_\_\_\_\_  
Occupation \_\_\_\_\_ Position/Company \_\_\_\_\_  
Phone (\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_

**Note to the person filling out this form:**

This person has applied to work on summer staff at Tonto Rim Christian Camp and has listed your name as a reference. Tonto Rim is a year 'round Christian camp for adults, children and teens. At Our summer staff responsibilities include a willingness to work hard, living in a dormitory environment with others, serving our guests and working cooperatively with a group of peers. We are looking for mature Christian applicants.

Your honest appraisal will assist us in evaluating the applicant's qualifications and abilities for this job. Your appraisal will be kept in strictest confidence. Please leave blank any questions you feel unqualified to answer, and feel free to include a personal note regarding the qualifications of the applicant. Please remember that it will be the truly exceptional person who ranks high in all categories. Your prompt response is greatly appreciated. Thank you for your time and commitment.

**How long have you known the applicant?**

**In your opinion, is the applicant a follower of Christ? For approximately how long?**

**Does he or she appear to have a healthy, growing relationship with Christ? What evidence do you see of this in his or her life?**

**Please explain the applicant's ability and/or experience to work with children and youth.**

**Is the applicant actively involved in any type of Christian service? Please describe.**

**Please explain any tendencies or traits which might reduce the effectiveness of the applicant in the positions listed above.**

**Would you want to place your own child under the direct influence and care of this individual?  
If not, please explain why.**

**Do you think that the applicant would be able to live successfully in a close-quarters / dormitory setting?**

*In the following section, please circle the word that best describes the applicant*

**Work Habits**

Resents suggestions      Meets average expectations      Very teachable  
Self starter      Unusual perseverance      Work-a-holic

**Leadership Ability / Style**

Hates being responsible      Reluctant to Lead      Leads when sees the need  
Takes command      Grabs control regardless

**Social Interaction / Relationship with Peers**

Avoided      Tolerated      Liked      Well-liked      Respected (sought out by others)

**Personality**

Cold      Shy & withdrawn      Quiet      Reserved      Friendly  
Warm      Outgoing      Extroverted      Overbearing

**Emotional Stability**

Disturbed      Often over-responds      Tends to be moody      Well-balanced  
Self-controlled      Thick-skinned      A rock

**Please use the scale below to rate the applicant in the following areas:**

1 - Poor      2 - Just OK      3 - Average      4 - Exceptional      5 - Never seen better

Flexibility (ability to adjust to new conditions or duties) \_\_\_\_\_  
Personal Integrity (honesty and ability to make good decisions) \_\_\_\_\_  
Cooperation (ability to make friends and meet new people) \_\_\_\_\_  
Quality (accuracy/thoroughness of workmanship) \_\_\_\_\_  
Attitude (Disposition toward hard work and authority) \_\_\_\_\_  
Dependability (Reliability and ability to complete a task) \_\_\_\_\_  
Appearance (Neatness and dress) \_\_\_\_\_  
Perseverance (Ability to last three months doing hard work, six days per week!) \_\_\_\_\_

**I \_\_\_\_\_ Strongly Recommend      \_\_\_\_\_ Recommend      \_\_\_\_\_ Recommend with hesitation  
\_\_\_\_\_ Do not recommend this applicant for this job.**

**Is there any information that would be best communicated over the phone?      \_\_\_\_\_yes      \_\_\_\_\_no**

**Additional comments:**

**Reference Signature \_\_\_\_\_ Date \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_**



# Employer or Teacher Reference Form

I, \_\_\_\_\_, hereby give full permission to the person listed below the line to disclose any personal or work related information which he/she believes to be true.

Applicant Name \_\_\_\_\_ Position(s) applied for \_\_\_\_\_  
Applicant Release Signature \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_  
Reference Name \_\_\_\_\_ Relationship to Applicant \_\_\_\_\_  
Occupation \_\_\_\_\_ Position/Company \_\_\_\_\_  
Phone (\_\_\_\_) \_\_\_\_\_ Email \_\_\_\_\_

### **Note to the person filling out this form:**

This person has applied to work on summer staff at Tonto Rim Christian Camp and has listed your name as a reference. Tonto Rim is a year 'round Christian camp for adults, children and teens. At Our summer staff responsibilities include a willingness to work hard, living in a dormitory environment with others, serving our guests and working cooperatively with a group of peers. We are looking for mature Christian applicants.

Your honest appraisal will assist us in evaluating the applicant's qualifications and abilities for this job. Your appraisal will be kept in strictest confidence. Please leave blank any questions you feel unqualified to answer, and feel free to include a personal note regarding the qualifications of the applicant. Please remember that it will be the truly exceptional person who ranks high in all categories. Your prompt response is greatly appreciated. Thank you for your time and commitment.

**How long have you known the applicant? In what capacity?**

**What type of work did the applicant perform?**

**What was the applicant's attitude toward working and learning?**

**What was the applicant's attitude toward his or her supervisor/teacher?**

**In what areas did the applicant excel? Has the applicant earned any noteworthy accomplishments or possess qualities of which we should be aware?**

**Please give us an evaluation of the applicant's maturity of judgment and dependability.**

**Would you want to place your own child under the direct influence and care of this individual?  
If not, please explain why.**

**Do you think that the applicant would be able to live successfully in a close-quarters / dormitory setting?**

*In the following section, please circle the word that best describes the applicant*

**Work Habits**

Resents suggestions      Meets average expectations      Very teachable  
Self starter      Unusual perseverance      Work-a-holic

**Leadership Ability / Style**

Hates being responsible      Reluctant to Lead      Leads when sees the need  
Takes command      Grabs control regardless

**Social Interaction / Relationship with Peers**

Avoided      Tolerated      Liked      Well-liked      Respected (sought out by others)

**Personality**

Cold      Shy & withdrawn      Quiet      Reserved      Friendly  
Warm      Outgoing      Extroverted      Overbearing

**Emotional Stability**

Disturbed      Often over-responds      Tends to be moody      Well-balanced  
Self-controlled      Thick-skinned      A rock

**Please use the scale below to rate the applicant in the following areas:**

1 - Poor      2 - Just OK      3 - Average      4 - Exceptional      5 - Never seen better

Flexibility (ability to adjust to new conditions or duties) \_\_\_\_\_  
Personal Integrity (honesty and ability to make good decisions) \_\_\_\_\_  
Cooperation (ability to make friends and meet new people) \_\_\_\_\_  
Quality (accuracy/thoroughness of workmanship) \_\_\_\_\_  
Attitude (Disposition toward hard work and authority) \_\_\_\_\_  
Dependability (Reliability and ability to complete a task) \_\_\_\_\_  
Appearance (Neatness and dress) \_\_\_\_\_  
Perseverance (Ability to last three months doing hard work, six days per week!) \_\_\_\_\_

**I \_\_\_\_\_ Strongly Recommend      \_\_\_\_\_ Recommend      \_\_\_\_\_ Recommend with hesitation  
\_\_\_\_\_ Do not recommend this applicant for this job.**

**Is there any information that would be best communicated over the phone?      \_\_\_\_yes      \_\_\_\_no**

**Additional comments:**

**Reference Signature \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_**



## Summer Ministry Team 2011

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### General Information

- We will begin hiring in January and hope to have all positions filled by March 31st. Applications will continue to be accepted until all positions are filled.
- To be considered, your completed application must be turned in along with both written references. References should be sent directly to Tonto Rim by the person filling out the reference form. Then an interview may be scheduled.
- The starting salary is \$45.35 per day plus food and housing (value of \$460 per month).
- You must be at least 17 years of age and a high school graduate.
- For most positions, Summer Ministry Team employment begins with orientation on Thursday, May 22, 2011.
- Employment concludes Saturday, August 12, 2011. There is possible employment before and after these dates depending upon the position received.
- Priority will be given to those who can stay the complete summer employment period.
- We are looking for people who love Jesus and want to serve. It will be a summer of ministry, hard work, spiritual growth, building lasting relationships and fun!
- Smoking, use of alcoholic beverages onsite, use of illicit drugs and improper sexual conduct are not permitted. Engaging in any of these activities will be cause for dismissal.

### Positions Available

- Recreation Staff
- Lifeguard
- Food Service Worker
- Guest Service Worker (housekeeping/guest needs)
- Audio/Visual Worker
- Snack Shop Supervisor
- Office Assistant

Job descriptions available upon request