

Crestline, CA 92325

Ph. 909.338.2705

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[www.thousandpines.com](http://www.thousandpines.com)

## Application for Employment

Thank you for your interest in Thousand Pines Christian Camp and Conference Center! Thousand Pines is a 240 acre site located in the beautiful San Bernardino national Forest at an elevation of 5,000 feet. Although Thousand Pines is surrounded by a great natural beauty and great recreational opportunities, our primary goal 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!*

We are always looking for top notch people who want to serve Christ and see lives changed as much as we do. Everything we do at Thousand Pines - washing dishes, cleaning cabins, counseling students - seeks to point our campers toward the message of God's love. We also seek to facilitate your spiritual growth through regular staff worship and sharing. When you join the Ministry Team at Thousand Pines 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 to help you grow in your walk with the Lord!

If you are interested in making your career really count, please fill out our Ministry Team Application and return it to the Thousand Pines office. If you have any questions about the form, or if you would like more detailed job descriptions, just give us a call!

Thank you for your interest in Thousand Pines. We will be praying for you as you seek God's leading.



Applying a higher standard.  
Serving a higher purpose.

*Thousand Pines Staff*

[servingopportunities@thousandpines.com](mailto:servingopportunities@thousandpines.com)

# Tell us about yourself...

At Thousand Pines Christian Camp and Conference Center 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 attached the STATEMENT of FAITH that outlines the beliefs of Thousand Pines Christian Camp and Conference Center. 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 Thousand Pines? 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 Thousand Pines?**

**7. Is there anything else you want us to know about you in considering you for a position at Thousand Pines?**

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

Signature of Applicant \_\_\_\_\_

Date \_\_\_\_/\_\_\_\_/\_\_\_\_

# Skills and 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 (1 employer or teacher, and 1 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) you are applying for.

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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# Applicant Statement

I certify that all information provided in order to apply for a nd 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 Thousand Pine’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 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 THOUSAND PINES Christian Camp and Conference Center is an at-will employer and by understanding this is has been explained to me that if I am hired, I understand that 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 Camp’s Executive Director.

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 he foregoing Applicant Statement.

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

# Application for Employment

PLEASE PRINT

Equal access to programs, services and employment is available to all persons. Those applicants requiring reasonable accomodation to the application and/or interview process should notify the Human Resources Administrator.

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

Referral Source:     College Interview     Church     Relative  
                            Walk-in                     Past Employment at T.P.

Name \_\_\_\_\_

Address \_\_\_\_\_ Social Security# \_\_\_\_\_

Phone \_\_\_\_\_ Cell/Beeper/alt phone# \_\_\_\_\_ email: \_\_\_\_\_

If necessary, best time to call you at home is \_\_\_\_\_  am  pm

May we contact you at work?  yes  no

If yes, work number and best time to call? \_\_\_\_\_, \_\_\_\_\_  am  pm

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 Thousand Pines before?  yes  no

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

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

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

Can you perform the functions of this job (essential and/or marginal) with/without reasonable accomodation?  yes  no

Will you work overtime if necessary and/or required?  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 \_\_\_\_\_

Driver's license # \_\_\_\_\_ State \_\_\_\_\_ Exp. date \_\_\_\_/\_\_\_\_/\_\_\_\_ Special class? \_\_\_\_\_

ANSWERING "YES" TO THESE QUESTIONS DOES NOT CONSTITUTE AN AUTOMATIC BAR TO EMPLOYMENT. FACTORS SUCH AS DATE OF THE OFFENSE, SERIOUSNESS AND NATURE OF VIOLATION, REHABILITATION, AND POSITION APPLIED FOR WILL BE TAKEN INTO ACCOUNT.

***THOUSAND PINES IN AN EQUAL OPPORTUNITY EMPLOYER***

# Employment History

Provide the following information of your past and current employers, assignments or volunteer activities, starting with the most recent (use additional sheets if necessary.)

EMPLOYER	PHONE ( )	DATES EMPLOYED	SUMMARIZE THE TYPE OF WORK PERFORMED AND JOB RESPONSIBILITIES: _____ _____ _____
ADDRESS		FROM ___/___/___ TO ___/___/___	
STARTING JOB TITLE / FINAL JOB TITLE		STARTING RATE/SALARY	
REASON FOR LEAVING		\$ _____ PER _____	
MAY WE CONTACT for REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		ENDING RATE/SALARY \$ _____ PER _____	

EMPLOYER	PHONE ( )	DATES EMPLOYED	SUMMARIZE THE TYPE OF WORK PERFORMED AND JOB RESPONSIBILITIES: _____ _____ _____
ADDRESS		FROM ___/___/___ TO ___/___/___	
STARTING JOB TITLE / FINAL JOB TITLE		STARTING RATE/SALARY	
REASON FOR LEAVING		\$ _____ PER _____	
MAY WE CONTACT for REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		ENDING RATE/SALARY \$ _____ PER _____	

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STARTING JOB TITLE / FINAL JOB TITLE		STARTING RATE/SALARY	
REASON FOR LEAVING		\$ _____ PER _____	
MAY WE CONTACT for REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		ENDING RATE/SALARY \$ _____ PER _____	

EMPLOYER	PHONE ( )	DATES EMPLOYED	SUMMARIZE THE TYPE OF WORK PERFORMED AND JOB RESPONSIBILITIES: _____ _____ _____
ADDRESS		FROM ___/___/___ TO ___/___/___	
STARTING JOB TITLE / FINAL JOB TITLE		STARTING RATE/SALARY	
REASON FOR LEAVING		\$ _____ PER _____	
MAY WE CONTACT for REFERENCE? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> LATER		ENDING RATE/SALARY \$ _____ PER _____	

# Educational Background

List the last three (3) schools attended, starting with most recent.

SCHOOL	NUMBER OF YEARS COMPLETED	DEGREE/DIPLOMA:	GPA/CLASS RANK	MAJOR field of study	MINOR field of study

# Statement of Faith



## **Preamble**

Thousand Pines Christian Camp and Conference Center, 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 person; 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 Thousand Pines Statement of Faith and sign in agreement without reservation.

Signature of applicant \_\_\_\_\_ Date \_\_\_\_/\_\_\_\_/\_\_\_\_

# Pastor/Church Worker Reference Form



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

Applicant Name: \_\_\_\_\_ Positions applying for: \_\_\_\_\_

Applicant Release Signature: \_\_\_\_\_ Date \_\_\_\_\_

Reference Name: \_\_\_\_\_ Relationship to Applicant: \_\_\_\_\_

Occupation: \_\_\_\_\_ Position/Company: \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ Date: \_\_\_\_\_

## Note to the person filling out this form:

This person has applied to work on Summer Staff at Thousand Pines and has listed your name as a reference. Thousand Pines is a year 'round Christian camp and Conference center for adults, children, and teens. 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 ob. Your appraisal will be kept in strictest confidence. Please leave blank any question 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.

- 1. How long have you knows the applicant? In what capacity?**
- 2. In your opinion, is the applicant a Christ follower? For approximately how long?**
- 3. Does he or she appear to have a healthy, growing relationship with Christ? What evidence do you see of this in their life?**
- 4. Please explain the applicant's ability and / or experience to work with children and youth.**
- 5. Is the applicant actively involved in any type of Christian service? Please describe.**
- 6. Please explain any tendencies or traits which might reduce the effectiveness of the applicant in the positions listed above.**





359 Thousand Pines Road  
P.O. Box 3288  
Crestline, CA 92325  
(909) 338-2705

## Employer or Teacher Reference Form

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

Applicant Name: \_\_\_\_\_ Positions applying for: \_\_\_\_\_

Applicant Release Signature: \_\_\_\_\_ Date \_\_\_\_\_

Reference Name: \_\_\_\_\_ Relationship to Applicant: \_\_\_\_\_

Occupation: \_\_\_\_\_ Position/Company: \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ Date: \_\_\_\_\_

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

This person has applied to work on Summer Staff at Thousand Pines and has listed your name as a reference. Thousand Pines is a year 'round Christian camp and Conference center for adults, children, and teens. 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.

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- 1. How long have you known the applicant? In what capacity?**
  
- 2. What type of work did the applicant perform?**
  
- 3. What was the applicant's attitude toward working and learning?**
  
- 4. What was the applicant's attitude toward their supervisor/teacher?**
  
- 5. In what areas did the applicant excel? Has the applicant earned any noteworthy accomplishments or possess qualities of which we should be aware?**
  
- 6. Please give us an evaluation of the applicant's maturity of judgment and dependability.**

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

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

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

**Work Habits** (Circle the word that best describes the applicant.)

Resents Suggestions   Meets Avg. 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 3 months doing hard work, 6 days per week!) \_\_\_\_\_

I \_\_\_\_\_ Strongly recommend \_\_\_\_\_ Recommend \_\_\_\_\_ Recommend with hesitation

\_\_\_\_\_ Do not recommend this applicant for these jobs.

Is there any information that would be best communicated over the phone?    yes    no

Additional comments:

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

## **Thank you for applying to be a part of the Thousand Pines Ministry Team!**

The work done here influences eternity! We are excited about how God is using our ministry to impact people and other ministries throughout the world. If you are hired, we hope that as you get to know us and experience God's work here, you will love this ministry as much as we do!

We seek to be a group of people who care for our guests and work as a team. It is our desire that every employee and their entire family feel part of the ministry team here at Thousand Pines.

It is important that all employees share the mission and values of Thousand Pines. We hope that all our employees adopt and advance them as their own.

Specifically, Thousand Pines' mission is the following:

**“Thousand Pines exists to help people see, know and experience God.”**

Our values are:

### **Integrity**

“Integrity is doing the right thing even when nobody is watching.”

### **Safety**

We will seek to protect the safety of our guests and staff.

### **Attitude**

“Character is realized not so much in words as in attitude and in actions.”

### **Saying “YES!”**

We will seek to say “yes” to our guests whenever possible.

### **Excellence** (Exceeding our guests expectations)

“Every job is a self-portrait of the person who did it. Autograph your work with excellence.”

### **Teamwork**

“Together we can accomplish the extraordinary.”

### **Initiative/Follow Through**

“What can I do to make it better?”

### **Out-of-the-box Thinking**

“Can it be done better, more creatively, less expensively?”

### **Fun**

“The most wasted of all days is one without laughter”- e.e. cummings

Sincerely,

Mike Pate  
Executive Director