

# Staff Application

## Trail's End Ranch

### Sports and Adventure Camp

P. O. Box 460, Ekalaka, MT 59324 (406) 775-6401 ter@midrivers.com www.ter.org

#### Personal Information (Must Be at least 16 to apply)

Date \_\_\_\_\_  
Name (First) \_\_\_\_\_ (Middle) \_\_\_\_\_ (Last) \_\_\_\_\_  
Social Security Number \_\_\_\_\_ Date of Birth \_\_\_\_\_  
Home Address \_\_\_\_\_ Phone \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
School Address \_\_\_\_\_ Phone \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Date we should begin using home address (if applicable) \_\_\_\_\_  
Cell Phone \_\_\_\_\_  
E-mail Address \_\_\_\_\_  
T-Shirt Size \_\_\_\_\_ Name on Shirt/Nametag \_\_\_\_\_  
Home Church \_\_\_\_\_ Pastor \_\_\_\_\_ Phone \_\_\_\_\_  
School Church \_\_\_\_\_ Pastor \_\_\_\_\_ Phone \_\_\_\_\_  
Circle all that apply to you at church: *Regular Attendee* - *Attend Irregularly* - *Tithe*  
*Regularly Involved* - *Actively Involved* - *Somewhat Involved* - *Not Involved*  
Do you ever smoke or chew tobacco? \_\_\_ yes \_\_\_ no Do you use alcohol or drugs? \_\_\_ yes \_\_\_ no  
Are you in good health? \_\_\_ yes \_\_\_ no  
Do you have physical restrictions that would affect your job? \_\_\_ yes \_\_\_ no  
If yes, please explain \_\_\_\_\_  
Do you have any mental health issues that we should be aware of? \_\_\_ yes \_\_\_ no  
If yes, please explain \_\_\_\_\_  
Is there anything in your life (past or present) that would disgrace the name of Christ if it came into the open (i.e. child abuse, substance abuse, sexual immorality, etc.) \_\_\_ yes \_\_\_ no  
If yes, briefly explain the situation in writing or discuss it with us verbally. (This does not automatically mean that you will not be hired.)  
Citizenship \_\_\_\_\_  
Are you able to legally work in the United States? \_\_\_ yes \_\_\_ no  
If no, please explain \_\_\_\_\_  
Optional Information: \_\_\_ Single \_\_\_ Married \_\_\_ Divorced \_\_\_ Number of Children \_\_\_\_\_

What 3-5 words best describe you?

What do you consider your greatest strength?

What do you consider your greatest weakness?

#### Educational and Work Background

High School Attended \_\_\_\_\_ GPA \_\_\_\_\_

College/University Attended \_\_\_\_\_ GPA \_\_\_\_\_

Major(s) \_\_\_\_\_ Minor(s) \_\_\_\_\_ Current Class Fr So Jr Sr Grad

Have you ever worked at a camp or ministry before? \_\_\_ yes \_\_\_ no If so, where and when?

Name and phone number of camp or ministry supervisor \_\_\_\_\_

Please list any employer for whom you have worked in the past 10 years:

Employer	Dates of Employment	Supervisor	Phone
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Please indicate for each employer your reasons for leaving:

Employer	Reason for Leaving
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Please list any organization for which you have volunteered in the last 10 years. Indicate with an asterisk (\*) those where you have had regular contact with children under the age of 18 years. (i.e. Sunday School classes, youth groups, etc)

Organization	Dates of Involvement	Supervisor	Phone
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With what age group do you prefer to work? Adults High School Jr. High Grade School Preschool

## Experience and Interests

What training or experience have you had which has prepared you for work at camp?

What certification do you currently hold?  Lifeguarding  First Aid  CPR (what level? \_\_\_\_\_)  
 First Responder  RN  LPN  CNA  Other (\_\_\_\_\_)

Do you have a current driver's license?  Yes  No

Do you have a current CDL?  Yes  No

Do you have a current bus drivers license?  Yes  No (what level? \_\_\_\_\_)

What training in personal evangelism have you had?

Rank all of the following skills and activities based on the numbering system below. On a separate piece of paper please describe your experience of those you ranked "5".

1= Very limited knowledge, willing to learn

2= Some experience as a participant

3= Considerable experience through participation

4= Moderately skilled/experienced; some teaching experience

5= Highly skilled/experienced; could organize, coach or teach

<input type="checkbox"/> Riflery	<input type="checkbox"/> Group Games	<input type="checkbox"/> Music-Vocal
<input type="checkbox"/> Volleyball	<input type="checkbox"/> Basketball	<input type="checkbox"/> Computer
<input type="checkbox"/> Skits	<input type="checkbox"/> Hiking	<input type="checkbox"/> Puppets
<input type="checkbox"/> Bikes	<input type="checkbox"/> Campouts	<input type="checkbox"/> Rappelling
<input type="checkbox"/> Ropes Course	<input type="checkbox"/> Soccer	<input type="checkbox"/> Rodeo
<input type="checkbox"/> Archery	<input type="checkbox"/> Arts & Crafts	<input type="checkbox"/> Gardening
<input type="checkbox"/> Drama	<input type="checkbox"/> Video Production	<input type="checkbox"/> Bookkeeping
<input type="checkbox"/> Maintenance	<input type="checkbox"/> Construction	<input type="checkbox"/> Cooking
<input type="checkbox"/> Song Leading	<input type="checkbox"/> Nature Studies	<input type="checkbox"/> Music-Instrumental _____
<input type="checkbox"/> Horsemanship (____ Western ____ English)		<input type="checkbox"/> Paintball

For what position are you applying? List top 5 in order of preference.

- |  |  |
|--|--|
| <input type="checkbox"/> Counselor         | <input type="checkbox"/> Riding Instructor                 |
| <input type="checkbox"/> Floater Counselor | <input type="checkbox"/> Stable Crew                       |
| <input type="checkbox"/> Cook              | <input type="checkbox"/> Craft Director                    |
| <input type="checkbox"/> Assistant Cook    | <input type="checkbox"/> Music & Drama Director            |
| <input type="checkbox"/> Kitchen Crew      | <input type="checkbox"/> Lifeguard                         |
| <input type="checkbox"/> Nurse             | <input type="checkbox"/> Rifle Instructor                  |
| <input type="checkbox"/> Maintenance       | <input type="checkbox"/> Rappelling/Ropes Course Assistant |
| <input type="checkbox"/> Grounds Keeper    | <input type="checkbox"/> Snak Shak Director                |
| <input type="checkbox"/> Photographer      | <input type="checkbox"/> Other (_____)                     |

## Religious Beliefs

1. Describe how you believe a person is saved (God's plan of salvation):

2. Describe your personal Christian experience and background. Include information regarding your conversion, your assurance of salvation and your current Christian growth.

3. Circle the answer that most closely describes your belief in each of the following (include Scripture supporting your belief):

- a. I believe \_\_\_\_\_ of Scripture is actually God's word (1) All (2) Most (3) Some (4) Little (5) I don't know  
Give Scripture:
- b. I believe Jesus Christ is \_\_\_\_\_ (1) a great prophet (2) a great teacher (3) God (4) a son of God (5) I don't know  
Give Scripture:
- c. I believe that when a person is saved, he \_\_\_\_\_ (1) is saved until he sins again (2) is always saved (3) is saved unless he turns his back on Christ (4) I don't know  
Give Scripture:
- d. I believe that the world \_\_\_\_\_ (1) began through evolution (2) was started by God, but has evolved (3) was created by the Word of God and is held together today by Him (4) I don't know  
Give Scripture:
- e. I believe that Jesus \_\_\_\_\_ (1) will return to earth bodily (2) has already returned (3) will not return again but will receive us to Himself at death  
Give Scripture:
- f. Concerning the rapture, I believe it will be \_\_\_\_\_ (1) before the tribulation (2) after the tribulation (3) in the middle of the tribulation (4) I don't know  
Give Scripture:
- g. I believe that the Holy Spirit is \_\_\_\_\_ (1) the most important Person of the Godhead (2) the least important Person of the Godhead (3) an impersonal force (4) God (5) I don't know  
Give Scripture:
- h. I believe that speaking in tongues and public faith healings are \_\_\_\_\_ (1) essential proof of salvation (2) important to be taught and practiced in the church (3) no longer part of the church (4) gifts to be used with discretion (5) I don't know  
Give Scripture:

4. Describe your personal standards concerning your relationships with the opposite sex. What Scripture do you use to support that standard?

5. Describe your personal standards concerning movies, videos, internet, etc. What Scripture do you use to support those standards?

6. Describe your personal standard concerning homosexuality. What Scripture do you use to support that standard?

7. What Christian books have you read in the past year?

8. How often do you read the Bible? (1) Daily (2) Weekly (3) Monthly (4) Very intermittently (5) Rarely (6) Never

9. How often do you study the Bible? (1) Daily (2) Weekly (3) Monthly (4) Very intermittently (5) Rarely (6) Never

10. Describe your current involvement in Christian service:

11. Have you read carefully the Statement of Faith, Standards of Conduct and Staff Policies? \_\_\_ yes \_\_\_ no

12. Are you in accord with the statement of Faith, Standards of Conduct and Staff Policies? \_\_\_ yes \_\_\_ no  
If you checked no, please explain on a separate sheet the things you disagree with:

## References

Please give us the names of a teacher, an employer and a pastor (not in your family) to whom you have given the reference forms:

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_  
Email \_\_\_\_\_

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_  
Email \_\_\_\_\_

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_  
Email \_\_\_\_\_

Have your reference forms sent directly to the camp.

I authorize investigation of all statements herein and release the camp and all others from liability in connection with the same. I understand that, if employed, I will be an at-will employee and that any agreement to the contrary must be in writing and signed by the director of the camp. I also understand that untrue, misleading, or omitted information herein may result in dismissal, regardless of the time of discovery by the camp.

Applicant's Signature \_\_\_\_\_  
Date of Signature \_\_\_\_\_

All statements become part of any future employee's personnel files.

Return the completed application to: **Trail's End Ranch**  
**P.O. Box 460**  
**Ekalaka, MT 59324**  
Fax 406-775-6441  
Email: [ter@midrivers.com](mailto:ter@midrivers.com)

# Trail's End Ranch

## Staff Policies

- 1 Trail's End Ranch is an equal opportunity employer who continuously strives to hire diverse staff from various nationalities, backgrounds, and cultural experiences.
- 2 Integrity, loyalty, and honesty: You will be happy to be a part of a ministry where all the members are loyal to each other. This means that if there is a problem between you and another staff member, you are expected to go to that person openly and honestly to work it out rather than tear each other down behind their back.
- 3 Our staff does not teach, condone, or personally use drugs, tobacco, or alcohol either on duty or off duty. We ask for and expect complete commitment on this. "If anyone should cause one of the least of these to stumble, it would be better for you to be cast into a river with a millstone around your neck." (Luke 17:2)
- 4 We believe that homosexuality or any other redefinition of gender or marriage, other than a covenant between one man and one woman, is a sin against the holiness of God and His creative design. Can you represent (by your words and lifestyle) that to the kids?
- 5 Camp is for the campers and the staff is here to help the campers. Any misuse or abuse of a camper (verbal, emotional, physical, or sexual) is grounds for immediate dismissal,
- 6 Speaking in tongues, prayer language etc.: This issue and various opinions of it are dividing the body of Christ like nothing else. We at Trail's End Ranch wish to have a unified stand on this issue so that a camper will always be able to say as he looks at the whole team, "My how they love each other." After years of prayer and careful consideration on this subject, we feel strongly led to adopt the following policy: Trail's End Ranch is not a place for teaching, ministry discussion or display of any sort of tongues or dramatic public physical healing.
- 7 General Appearance - Trail's End Ranch staff strive to convey a clean-cut "All-American" image to the campers and parents. No long hair (by men), crazy or wild hairstyles, or provocative clothing are allowed. Men may not wear earrings because of the "message" they convey in their use. Body piercing (except earrings for women) is not permitted.
- 8 Failure to comply with these policies will result in corrective measures and/or dismissal.

## Staff Information

1. Staff Training will be one of the most vital parts of your summer. We want to do everything possible to equip you, not only for the summer but also for your life and future ministry. You are expected to arrive before supper on Sunday, **June 1st**. Training will begin about 7:00 p.m.. You need to plan to stay until morning of **August 14<sup>th</sup>**.
2. Transportation: If you wish to drive your car to camp, maps are available upon request. We are located on Rt. 323 five miles south of Ekalaka. If you plan to fly, we will meet you at Billings, MT (250 miles from camp) or Rapid City, SD (160 miles from camp). There is a small airport with paved runways in Ekalaka and Baker, MT (40 miles away) for private planes only. The nearest Amtrak station is in Wolf Point, MT and the nearest bus station is in Rapid City, SD. We will be happy to pick you up at any of these places if you let us know when you are arriving.
3. Insurance: If you are injured while doing your job, we have workman's compensation to pay for medical expenses. Any injury while not working or sickness will be covered with a limited camper insurance policy that is supplementary to your insurance.
4. Staff members need to bring easy-to care for casual clothes. Jeans are the best around here. We do not require our girls to wear dresses or guys to wear suits at any time. There are no "dress-up" nights, but Sunday morning you will be attending local churches and you'll want to dress appropriately. The terrain here is rough and sandals won't hold up well. Sneakers (at least two pair) are important footwear. Riding boots and hiking boots are nice to have as well as flip-flops for the pool. Modest one-piece bathing suits are used at the pool. We allow modest length shorts for very hot days and strenuous games, but not for riding. Jackets are a must for cold nights. Please bring a sleeping bag and pillow plus, your towels and toiletries. Flashlight, watch, Bible, notebook, pen and rain gear are also essential items. Please do not bring radios, t.v.'s or tape players. (We are trying to allow campers to get away from the noisy world and spend time listening to God). You may, however, listen to music on your time off on the weekends. Firearms must be kept with the camp equipment and not in your cabin. Bring your favorite bat, glove, Ping-Pong paddle, camera, etc. if you wish.
5. Come prepared to minister to children and to be ministered unto by God!!!

**NEW LIFE FELLOWSHIP OF MONTANA, INC.  
TRAIL'S END RANCH  
STATEMENT OF FAITH**

We believe in the Scriptures of the Old and New Testaments as verbally inspired by God, and inerrant in the original writings, and that they are of supreme and final authority in faith and life. For purposes of New Life Fellowship of Montana, Inc.'s faith, doctrine, practice, policy and discipline our Board of Directors is New Life's final interpretive authority on the Bible's meaning and application.

We believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit.

We believe that Jesus Christ was begotten by the Holy Spirit and born of the Virgin Mary, and is true God and true man.

We believe that man was created in the image of God; that he sinned, and thereby incurred not only physical death but also that spiritual death which is separation from God' and that all human beings are sinners by nature and by practice.

We believe that homosexuality and any redefinition of marriage other than a covenant between one man and one woman is a sin against the holiness of God and His creative design. Any sexuality outside of biblical marriage is clearly considered sins of the flesh in Scripture.

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life.

We believe that the Lord Jesus Christ died for our sins, according to the Scriptures, as a representative and substitutionary sacrifice; and that all that believe in Him are justified and eternally saved on the ground of His shed blood.

We believe in the resurrection of the crucified body of our Lord, in His ascension into Heaven, and His present life there for us, as High Priest and Advocate.

We believe in "that blessed hope" the personal, premillennial, pretribulational, and imminent return of our Lord and Savior, Jesus Christ.

We believe that all who receive by faith the Lord Jesus Christ as personal Savior are born again of the Holy Spirit, and thereby become children of God.

We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved and the everlasting conscious punishment of the lost.

## **NEW LIFE FELLOWSHIP OF MONTANA, INC.**

### **TRAIL'S END RANCH**

#### **STANDARDS OF CONDUCT**

We believe that the Christian life is wholesome and happy. We realize that in many communities young Christians are not instructed in the relationship of believers to the world. In the spirit of helpfulness, both to those who assume leadership in New Life and to those to whom they minister, the following standards are set forth. We believe that they are Scriptural; and that if observed they will help the believer to live daily to the glory of God.

On the one hand Christians are to use every available means as they seek to grow in grace and in the knowledge of their blessed Lord. They must cultivate the habit of daily prayer and study of the Word of God. There is no substitute for this. They must if possible have fellowship with other believers to the mutual encouragement of all. They must learn the secret of moment by moment yieldedness to the indwelling Holy Spirit. They must commit their lives—their needs, plans, and hopes—to the Lord. They must be faithful in testimony and stewardship, and they must eagerly desire the will of God for their lives.

But on the other hand, they must know the pitfalls to be avoided. Several of these are readily discernible. Others are more difficult to detect. The general rule is that the true believers must be separated from the world and all its tainted contacts.

This means specifically that he refrains from the use of tobacco, hallucinating drugs, dancing, gambling, the use of liquor in any form, and the attendance at such theatrical performances that would be detrimental to a Christian stand. The Biblical truth and teaching on human sexuality is consistent and clear. The act of sexual intercourse and the enjoyment of physical intimacy is strictly and only to exist within the confines of a marriage relationship between one man and one woman. Any sexuality outside of biblical marriage is clearly considered sins of the flesh in Scripture. Homosexuality and any redefinition of marriage other than a covenant between one man and one woman is a sin against the holiness of God and His creative design.

The Christian's body is the temple of the Holy Spirit. He must not defile it. The terms mentioned above are objectionable because they either (1) cater to the flesh; or (2) are associated with evil; or (3) may cause a weaker brother to stumble. Our guiding principle shall be I Cor. 10:31, "Whether therefore ye eat or drink, or whatsoever ye do, do all to the glory of God."

# TRAIL'S END RANCH REFERENCE FORM

\_\_\_\_\_ has applied to our camp for the position of \_\_\_\_\_ and has given your name as a reference. Please return this form as soon as possible to the address below.

To Whom it may concern:

I, \_\_\_\_\_, have applied for employment with Trail's End Ranch. I authorize the camp to contact any person or organization to obtain information concerning me, including, but not limited to, the employers, organizations, supervisors, and references that I listed in my application. I hereby release and agree to hold harmless from liability any person or organization (whether listed in my employment application or not) who provides information or references about me to the camp or its employees or agents. I also hereby release and agree to hold harmless the camp and its past, present and future directors, officers, employees, volunteers, and agents with respect to the obtaining of such information about me. I waive any right I might have to inspect the references provided on my behalf. A copy of this release shall be as effective as a signed original.

I have read this release and authorization for release of information and enter it freely and voluntarily.

\_\_\_\_\_  
Applicant's signature

\_\_\_\_\_  
Date

How long have you known this person? \_\_\_\_\_

In what capacity? \_\_\_\_\_

Would you want this person to be in charge of your children? \_\_\_\_\_

Why or why not? \_\_\_\_\_

Would you consider this person to be a good role model for children and teens in the following areas:

Control of emotions \_\_\_\_\_

Attitude toward authority \_\_\_\_\_

Work habits \_\_\_\_\_

Handling responsibility \_\_\_\_\_

Personal habits \_\_\_\_\_

Relationships to peers \_\_\_\_\_

Relationships with opposite sex \_\_\_\_\_

General attitudes \_\_\_\_\_

If you answered no to any of these, please explain here:

\_\_\_\_\_  
What do you see as this person's greatest strengths?

\_\_\_\_\_  
What do you see as this person's greatest weaknesses?

\_\_\_\_\_  
Trail's End Ranch is a Christian camp where the staff members work with children of all ages and may be the main supervisors of the campers. What is your feeling about hiring this person for that type of position?

\_\_\_\_\_ Highly recommend

\_\_\_\_\_ Recommend with reservations

\_\_\_\_\_ Might do O.K.

\_\_\_\_\_ Would not recommend

Please use other side for additional comments.

Name and phone number of someone else who knows the applicant:

\_\_\_\_\_  
Signed: \_\_\_\_\_ Phone: (\_\_\_\_) \_\_\_\_\_

Return to: Trail's End Ranch  
Box 460  
Ekalaka, MT 59324  
(406) 775-6401



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Why or why not? \_\_\_\_\_

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Attitude toward authority \_\_\_\_\_

Work habits \_\_\_\_\_

Handling responsibility \_\_\_\_\_

Personal habits \_\_\_\_\_

Relationships to peers \_\_\_\_\_

Relationships with opposite sex \_\_\_\_\_

General attitudes \_\_\_\_\_

If you answered no to any of these, please explain here:

\_\_\_\_\_  
What do you see as this person's greatest strengths?

\_\_\_\_\_  
What do you see as this person's greatest weaknesses?

\_\_\_\_\_  
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\_\_\_\_\_ Recommend with reservations

\_\_\_\_\_ Might do O.K.

\_\_\_\_\_ Would not recommend

Please use other side for additional comments.

Name and phone number of someone else who knows the applicant:

\_\_\_\_\_  
Signed: \_\_\_\_\_ Phone: (\_\_\_\_) \_\_\_\_\_

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I have read this release and authorization for release of information and enter it freely and voluntarily.

\_\_\_\_\_  
Applicant's signature

\_\_\_\_\_  
Date

How long have you known this person? \_\_\_\_\_

In what capacity? \_\_\_\_\_

Would you want this person to be in charge of your children? \_\_\_\_\_

Why or why not? \_\_\_\_\_

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Attitude toward authority \_\_\_\_\_

Work habits \_\_\_\_\_

Handling responsibility \_\_\_\_\_

Personal habits \_\_\_\_\_

Relationships to peers \_\_\_\_\_

Relationships with opposite sex \_\_\_\_\_

General attitudes \_\_\_\_\_

If you answered no to any of these, please explain here:

\_\_\_\_\_  
What do you see as this person's greatest strengths?

\_\_\_\_\_  
What do you see as this person's greatest weaknesses?

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\_\_\_\_\_ Highly recommend

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\_\_\_\_\_ Might do O.K.

\_\_\_\_\_ Would not recommend

Please use other side for additional comments.

Name and phone number of someone else who knows the applicant:

\_\_\_\_\_ ( ) \_\_\_\_\_

Signed: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_

Return to: Trail's End Ranch  
Box 460  
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