



## EXPERIENCE: WORK / CAMP

1. Outline your employment history in chart form as shown below (Please include volunteer work):  

Start	End	Company Name	Job Title	Duties/ Responsibilities
2. Outline your school history in chart form as shown below:  

School Name	Year Attended	Certificate / Diploma Received
3. List specific skills, hobbies, training, or expertise (if any) that will enable you to contribute to camp (include musical instruments, training, photography, video editing / production, carpentry, etc).
4. How would your past employers describe your work habits?
5. Summarize your Christian camping experience (Where? When? What? Why?).
6. **First Aid** Level \_\_\_\_\_ Expiry Date \_\_\_\_\_
7. Please mark 'E' if you have experience and would like to teach the skill or 'L' if you want to learn to teach the skill. If there is a skill you would not be comfortable teaching or learning, please mark 'X' and give a brief reason.

_____ Archery	_____ Dance	_____ Model Rockets	_____ Rock Climbing
_____ Beadworking	_____ Hemp	_____ Nature Study	_____ Wake Boarding
_____ Canoeing	_____ Kayaking	_____ Campfire Cooking	_____ Water Skiing
_____ Crafts	_____ Leatherwork	_____ Riflery	_____ Drama
_____ Wilderness Survival	_____ Other _____		

## COMMITMENTS AND PLEDGE

I have considered the matter prayerfully and I am willing to be subject to the jurisdiction of NLBC for the summer of 2012. I understand that this applies to **each camp and the days in between camps**. I choose to cooperate fully and to maximize every opportunity for personal spiritual growth. I understand that applicants are selected on the basis of spiritual and character qualifications. I understand that anyone demonstrating a poor attitude or a poor quality of service is subject to dismissal.

As a Summer Volunteer I will abstain from involvement in sexual immorality, social dancing (clubbing), gambling, and the use of non-medical drugs, alcohol, tobacco, and occult activity. I agree to the Doctrinal Statement and Mission Statement of NLBC (see application information). I will allow pictures of myself to be used for the purpose of promoting NLBC at the discretion of the camp. I commit myself to keep in contact with campers that make a decision to follow Christ at camp throughout the following year and to encourage them to grow in their faith.

I understand that my services are voluntary:	[ ] Yes	[ ] No
I am planning to raise financial support with NLBC help:	[ ] Yes	[ ] No
I would require funds for travel expenses:	[ ] Yes	[ ] No

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Parent if under 19

This form is your application for a Summer Team position. After reference forms have been received and processed we will contact you by email or telephone with regard to your acceptance.

## REFERENCES - Reference forms are included with this application

### It is your responsibility to ensure we receive your references

**NEW APPLICANTS** require 3 references (**Pastor, Teacher** & another **non-related adult** that knows you well)  
**RE-APPLICANTS** require 2 references (**Pastor, Teacher** OR another **non-related adult** that knows you well)

References will give insight to your character, abilities, and spiritual growth. Ask them to mail it to:

**Ness Lake Bible Camp Office**  
**P.O. Box 21032, Spruceland RPO**  
**Prince George, BC V2M 7A5**  
**Phone: 1-250-612-4673 OR 1-888-612-4673**  
**Fax: 1-250-612-4620**  
**Email address: [nlbc@nlbc.bc.ca](mailto:nlbc@nlbc.bc.ca)**

I give permission to NLBC to contact previous employers and references for applicable information.

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Parent if under 19

Note: **Summer Team Training** is June 8-10 and June 22-28 All summer team members are expected to participate.  
 If for any reason you are unable to attend, please contact Will Born at 1-250-967-4248 or [will@nlbc.bc.ca](mailto:will@nlbc.bc.ca)

## CONFIDENTIAL SELF EVALUATION

Please check the statement that best applies to you.

- |                          |       |   |       |   |       |   |       |   |
|--------------------------|-------|---|-------|---|-------|---|-------|---|
| 1. Responsibility        | _____ | <b>Excellent</b> – follows through on assigned tasks and goes the extra mile                      | _____ | <b>Good</b> – follows through on assigned tasks with diligence                      | _____ | <b>Average</b> – usually finishes assigned tasks                      | _____ | <b>Poor</b> – follows through on assigned tasks if convenient               |
| 2. Work Habits           | _____ | <b>Excellent</b> – takes pride in a job well done, smiles even during unpleasant jobs             | _____ | <b>Good</b> – hard working, dependable, punctual                                    | _____ | <b>Average</b> – completes most assignments, follows instructions     | _____ | <b>Poor</b> – often late, procrastinates, does just enough to get by        |
| 3. Respect for Authority | _____ | <b>Excellent</b> – careful to maintain authority of leadership                                    | _____ | <b>Good</b> – respectfully follows chain of command                                 | _____ | <b>Average</b> – positive response to direction                       | _____ | <b>Poor</b> – contemptuous, non-responsive, has a better way                |
| 4. Initiative            | _____ | <b>Excellent</b> – highly self-motivated, will look for things to do                              | _____ | <b>Good</b> – will do things that need to be done                                   | _____ | <b>Average</b> – will do the obvious                                  | _____ | <b>Poor</b> – needs to be told what to do                                   |
| 5. Leadership            | _____ | <b>Excellent</b> – leader of leaders, pacesetter  | _____ | <b>Good</b> – consistent, positive, influential                                     | _____ | <b>Average</b> – contributes positively                               | _____ | <b>Poor</b> – passive, indifferent, or negatively influential               |
| 6. Judgment              | _____ | <b>Excellent</b> – consistently makes wise decisions  | _____ | <b>Good</b> – makes wise decisions  | _____ | <b>Average</b> – makes good decisions in optimal situations           | _____ | <b>Poor</b> - ___hasty; ___indecisive; ___easily swayed                     |
| 7. Concern for Others    | _____ | <b>Excellent</b> – deeply sensitive to all others; puts others before self                        | _____ | <b>Good</b> – sensitive to others, usually looks out for others first               | _____ | <b>Average</b> – general concern for most others                      | _____ | <b>Poor</b> – concern only for friends, lacks a real interest for others    |
| 8. Personal Integrity    | _____ | <b>Excellent</b> – extremely high values and consistently trustworthy                             | _____ | <b>Good</b> – high values and very trustworthy                                      | _____ | <b>Average</b> – generally honest but may stretch the truth           | _____ | <b>Poor</b> – questionable or lacking at times                              |
| 9. Team Spirit           | _____ | <b>Excellent</b> – always considerate, thoughtful, cooperative, a peacemaker                      | _____ | <b>Good</b> – approachable, team builder, responds well to correction               | _____ | <b>Average</b> – usually cooperative, supportive, maintains team      | _____ | <b>Poor</b> – causes friction, impatient, works best alone, hard to talk to |
| 10. Social Skills        | _____ | <b>Excellent</b> – respects and honors others, rich and growing relationships, includes outsiders | _____ | <b>Good</b> – healthy friendships, relates well to others, makes new friends easily | _____ | <b>Average</b> – some good friends, can relate positively with others | _____ | <b>Poor</b> – few friends, lack of respect for others, socially awkward     |
| 11. Spiritual Maturity   | _____ | <b>Excellent</b> – an inspiration to others, actively involved in church                          | _____ | <b>Good</b> – studies Bible and applies it, enjoys sharing faith                    | _____ | <b>Average</b> – up and down, finds it difficult to share testimony   | _____ | <b>Poor</b> – weak testimony, lacks enthusiasm for God                      |

12. Personality – Please check only those that apply to you. Please include negative characteristics – none of us are perfect! The point of this is to help us get an accurate picture of you.

- |                               |                       |                                 |                          |
|-------------------------------|-----------------------|---------------------------------|--------------------------|
| _____ Abrasive                | _____ Discerning      | _____ Gracious, Hospitable      | _____ Organized          |
| _____ Adventurousome          | _____ Disciplined     | _____ Gregarious                | _____ Perfectionist      |
| _____ Amiable                 | _____ Disruptive      | _____ Helpful, Generous         | _____ Poor Communicator  |
| _____ Analytical              | _____ Easily offended | _____ Independent               | _____ Resourceful        |
| _____ Angry, Bitter           | _____ Encouraging     | _____ Industrious, Hard-working | _____ Risk Taker         |
| _____ Arrogant, Vain          | _____ Enthusiastic    | _____ Initiator                 | _____ Self-Centered      |
| _____ Assertive               | _____ Expressive      | _____ Joyful                    | _____ Servant-hearted    |
| _____ Blunt                   | _____ Extrovert       | _____ Kind, Courteous           | _____ Stubborn           |
| _____ Confident, Self-assured | _____ Focused         | _____ Lazy, Slothful            | _____ Tactful, Sensitive |
| _____ Creative                | _____ Forgiving       | _____ Manipulative, Controlling | _____ Teachable          |
| _____ Critical                | _____ Friendly        | _____ Motivated                 | _____ Tolerant, Patient  |
| _____ Dedicated, Loyal        | _____ Fun, Playful    | _____ Musical                   | _____ Trustworthy        |
| _____ Dependable              | _____ Gentle          | _____ Open minded               | _____ Withdrawn, Loner   |
| _____ Diligent                | _____ Gossip          | _____ Optimistic                | _____ Zealous            |

# SPRING CREW 2012

Spring Crew Boss 1 position

Spring Crew 10 positions

Starting May 1 2012 (arrive the evening of April 30) Ending June 22 2012

## What would I be doing?

*The first priority of Spring Crew is to serve our Guest Groups with excellence.* Last spring NLBC hosted over 1600 students from local schools. Our goal is to provide a camp experience that exceeds expectations and creates positive and lasting memories for every child. You will provide leadership and supervision for a variety of program activities (zip line, jungle swing, climbing, canoeing, kayaking, etc.) To ensure safety and fun, you will be trained to teach the activities you supervise.

*The second priority of Spring Crew is to prepare the property for summer camp.* This includes project work, cleaning, landscaping, and much more. Some jobs may seem less important than others, however every detail helps make camp a better place for kids. We hope you will enjoy the variety that this adds to your day.

## Where would I stay?

Spring Crew stay in a beautiful log building called the Waterfront Lodge which is situated right on the shores of Ness Lake. There are two floors of housing and each floor is equipped with bathrooms and showers. There is a shared lounge with couches, sink, microwave and small fridge. You will share your room with other Spring Crew and senior leadership staff.

## What will I receive?

Spring Crew are volunteers, however, room and board is provided free of charge and a honorarium of \$180.00/wk may available for all participants who are accepted.

## What is expected of me?

Spring Crew participants **work 5 days a week.** Because NLBC is often busy 7 days a week, your schedule may change from week to week depending on need. We start the work day at 8:00 am with a meeting to go over what needs to be done in the day. The work day ends at 5:30 with dinner. Some guest groups play games in the evening (Mission Impossible) that requires staff participation: please be ready to volunteer. There will be a weekly Bible Study throughout the spring.

## Will I be bored?

**NO WAY!** Ness Lake Bible Camp has a great facility, and you will have access to our activities once you have been trained to safely use them. Canoeing, kayaking, jungle swing, climbing wall, swimming area, lots of trails and 100's of acres of wilderness to explore, pool, air hockey, foosball, and so much more! And of course there'll be *lots* of memorable times that are created by living together with a group of other Christians.

NLBC wants to make sure that you are able to connect to home and friends, so we will provide limited access to internet. There is also a payphone that can receive or make calls. Mail will be taken to the post office for you...as long as you provide the stamp!

**SPRING CREW IS A GREAT WAY TO EXTEND YOUR SUMMER  
AND HELP BUILD THE KINGDOM**

**APPLICANT INFORMATION (Applicant, please complete the TOP LINE of this section.)**

Applicant's Name: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_ Position applied for: \_\_\_\_\_

**NON-RELATED ADULT REFERENCE  
NESS LAKE BIBLE CAMP**

**Please Mail to:** Box 21032, Spruceland RPO, Prince George, BC V2M 7A5  
Camp: (250) 967-4248 PG Office: (250) 612-4673 Fax: (250) 612-4620 Email: nlbc@nlbc.bc.ca

Ness Lake Bible Camp is a vibrant Christian outreach ministry directed towards children and teenagers. Each week 168 campers experience what we hope will be a fun, safe, and exciting camp on our property at Ness Lake. It is our desire to make Jesus Christ known to kids, and to encourage them to love and follow Him throughout their lives. We are looking for young people who love Jesus and want to share their faith with children. Although we work hard to teach and equip our volunteers, candidates need to have a passion for proclaiming the gospel of Jesus Christ. The experience of hundreds of campers is deeply impacted by the quality of our volunteers. Please be thorough and honest in your evaluation; your input is an important factor in our selection process! Thank you for taking the time to complete this form. Please mail or fax directly to the NLBC office as soon as possible. *If you fax this form, please mail the original as well.* Please be aware that we cannot process this person's application until we receive this form from you. If you have further comments, please add to another sheet. ***Please do not return this form to the Applicant.***

**REFERENCE INFORMATION** – Note: The information you provide in this reference will be held in confidence.

Name: \_\_\_\_\_ Position: \_\_\_\_\_ Organization: \_\_\_\_\_  
Phone: ( ) \_\_\_\_\_ Work: ( ) \_\_\_\_\_ Fax: ( ) \_\_\_\_\_  
Address: \_\_\_\_\_

I  **HIGHLY recommend**  **recommend**  **recommend with reservations**  **do NOT recommend**  
**this Applicant for the position indicated. Date:** \_\_\_\_\_ **Signature:** \_\_\_\_\_

**YOUR EXPERIENCE WITH THE APPLICANT**

1. How long have you known the Applicant? In what capacity / relationship? \_\_\_\_\_
2. What has been your personal involvement with this Applicant this year? \_\_\_\_\_
3. To your knowledge, how long has this person been a Christian? \_\_\_\_\_
4. What has been his/her involvement with church in the past and this year? \_\_\_\_\_
5. The Applicant's outstanding qualities (physical, emotional, and spiritual) are: \_\_\_\_\_
6. The qualities the Applicant could improve on (physical, emotional, and spiritual) are: \_\_\_\_\_
7. Are you aware of any limitations (physical, emotional, and spiritual) that may impair or constrain this person's involvement or effectiveness? \_\_\_\_\_
8. In what way would this person benefit from volunteering at Ness Lake Bible Camp? \_\_\_\_\_
9. What special contributions do you feel this Applicant would make to the camping program? \_\_\_\_\_
10. What is your estimate of the Applicant's spiritual influence on his/her associates? \_\_\_\_\_
11. To your knowledge has the Applicant used illicit drugs, alcohol, or nicotine, or been involved in inappropriate sexual activity in the past 12 months? \_\_\_\_\_ If yes, please explain \_\_\_\_\_
12. Would you desire to see your children placed under the care of this person? \_\_\_\_\_  
Please explain: \_\_\_\_\_

Please indicate your perception of the Applicant for each characteristic listed below. If you have no basis for judgment on a certain characteristic, please put N/A.

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- |                               |                       |                                 |                          |
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| _____ Blunt                   | _____ Extrovert       | _____ Kind, Courteous           | _____ Stubborn           |
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**APPLICANT INFORMATION (Applicant, please complete the TOP LINE of this section.)**

Name: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_ Position applied for: \_\_\_\_\_

**PASTOR / YOUTH PASTOR REFERENCE  
NESS LAKE BIBLE CAMP**

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Camp: (250) 967-4248 PG Office: (250) 612-4673 Fax: (250) 612-4620 Email: nlbc@nlbc.bc.ca

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Phone: ( ) \_\_\_\_\_ Work: ( ) \_\_\_\_\_ Fax: ( ) \_\_\_\_\_

Address: \_\_\_\_\_

I  **HIGHLY recommend**  **recommend**  **recommend with reservations**  **do NOT recommend**  
**this Applicant for the position indicated.** Date: \_\_\_\_\_ Signature: \_\_\_\_\_

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Name: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_ Position applied for: \_\_\_\_\_

**EMPLOYER / TEACHER REFERENCE**

This reference form may be given to a non-related adult if 'employer/teacher' does not apply.

**NESS LAKE BIBLE CAMP**

**Please mail to:** Box 21032, Spruceland RPO, Prince George, BC V2M 7A5

Camp: (250) 967-4248 PG Office: (250) 612-4673 Fax: (250) 612-4620 Email: nlbc@nlbc.bc.ca

Ness Lake Bible Camp is a vibrant Christian outreach ministry directed towards children and teenagers. Each week 168 campers experience what we hope will be a fun, safe, and exciting camp on our property at Ness Lake. It is our desire to make Jesus Christ known to kids, and to encourage them to love and follow Him throughout their lives. We are looking for young people who love Jesus and want to share their faith with children. Although we work hard to teach and equip our volunteers, candidates need to have a passion for proclaiming the gospel of Jesus Christ. The experience of hundreds of campers is deeply impacted by the quality of our volunteers. Please be thorough and honest in your evaluation; your input is an important factor in our selection process! Thank you for taking the time to complete this form. Please mail or fax directly to the NLBC office as soon as possible. *If you fax this form, please mail the original as well.* Please be aware that we cannot process this person's application until we receive this form from you. If you have further comments, please add to another sheet. ***Please do not return this form to the Applicant.***

**REFERENCE INFORMATION** – Note: The information you provide in this reference will be held in confidence.

Name: \_\_\_\_\_ Position: \_\_\_\_\_ Organization: \_\_\_\_\_  
Phone: ( ) \_\_\_\_\_ Work: ( ) \_\_\_\_\_ Fax: ( ) \_\_\_\_\_  
Address: \_\_\_\_\_

I  **HIGHLY recommend**  **recommend**  **recommend with reservations**  **do NOT recommend**  
**this Applicant for the position indicated. Date:** \_\_\_\_\_ **Signature:** \_\_\_\_\_

**YOUR EXPERIENCE WITH THE APPLICANT**

1. How long have you known the Applicant? In what capacity / relationship? \_\_\_\_\_
2. What has been your personal involvement with this Applicant this year? \_\_\_\_\_  
\_\_\_\_\_
3. Please describe how this Applicant relates to his/her peers. \_\_\_\_\_  
\_\_\_\_\_
4. The Applicant's outstanding qualities are: \_\_\_\_\_  
\_\_\_\_\_
5. The areas the Applicant could improve on are: \_\_\_\_\_  
\_\_\_\_\_
6. Are you aware of any limitations (physical, emotional) that may impair or constrain this person's involvement or effectiveness? \_\_\_\_\_
7. In what way would this person benefit from volunteering at Ness Lake Bible Camp? \_\_\_\_\_  
\_\_\_\_\_
8. What special contributions do you feel this Applicant would make to the camping program? \_\_\_\_\_  
\_\_\_\_\_
9. Would you desire to see your children placed under the care of this person? \_\_\_\_\_  
Please explain: \_\_\_\_\_

Please indicate your perception of the Applicant for each characteristic listed below. If you have no basis for judgment on a certain characteristic, please put N/A.

13. Responsibility \_\_\_\_\_ **Excellent** – follows through on assigned tasks and goes the extra mile  
 \_\_\_\_\_ **Good** – follows through on assigned tasks with diligence  
 \_\_\_\_\_ **Average** – usually finishes assigned tasks  
 \_\_\_\_\_ **Poor** – follows through on assigned tasks if convenient
14. Work Habits \_\_\_\_\_ **Excellent** – takes pride in a job well done, smiles even during unpleasant jobs  
 \_\_\_\_\_ **Good** – hard working, dependable, punctual  
 \_\_\_\_\_ **Average** – completes most assignments, follows instructions  
 \_\_\_\_\_ **Poor** – often late, procrastinates, does just enough to get by
15. Respect for Authority \_\_\_\_\_ **Excellent** – careful to maintain authority of leadership  
 \_\_\_\_\_ **Good** – respectfully follows chain of command  
 \_\_\_\_\_ **Average** – positive response to direction  
 \_\_\_\_\_ **Poor** – contemptuous, non-responsive, has a better way
16. Initiative \_\_\_\_\_ **Excellent** – highly self-motivated, will look for things to do  
 \_\_\_\_\_ **Good** – will do things that need to be done  
 \_\_\_\_\_ **Average** – will do the obvious  
 \_\_\_\_\_ **Poor** – needs to be told what to do
17. Leadership \_\_\_\_\_ **Excellent** – leader of leaders, pacesetter  
 \_\_\_\_\_ **Good** – consistent, positive, influential  
 \_\_\_\_\_ **Average** – contributes positively  
 \_\_\_\_\_ **Poor** – passive, indifferent, or negatively influential
18. Judgment \_\_\_\_\_ **Excellent** – consistently makes wise decisions  
 \_\_\_\_\_ **Good** – makes wise decisions  
 \_\_\_\_\_ **Average** – makes good decisions in optimal situations  
 \_\_\_\_\_ **Poor** - \_\_\_hasty; \_\_\_indecisive; \_\_\_easily swayed
19. Concern for Others \_\_\_\_\_ **Excellent** – deeply sensitive to all others; puts others before self  
 \_\_\_\_\_ **Good** – sensitive to others, usually looks out for others first  
 \_\_\_\_\_ **Average** – general concern for most others  
 \_\_\_\_\_ **Poor** – concern only for friends, lacks a real interest for others
20. Personal Integrity \_\_\_\_\_ **Excellent** – extremely high values and consistently trustworthy  
 \_\_\_\_\_ **Good** – high values and very trustworthy  
 \_\_\_\_\_ **Average** – generally honest but may stretch the truth  
 \_\_\_\_\_ **Poor** – questionable or lacking at times
21. Team Spirit \_\_\_\_\_ **Excellent** – always considerate, thoughtful, cooperative, a peacemaker  
 \_\_\_\_\_ **Good** – approachable, team builder, responds well to correction  
 \_\_\_\_\_ **Average** – usually cooperative, supportive, maintains team  
 \_\_\_\_\_ **Poor** – causes friction, impatient, works best alone, hard to talk to
22. Social Skills \_\_\_\_\_ **Excellent** – respects and honors others, rich and growing relationships, includes outsiders  
 \_\_\_\_\_ **Good** – healthy friendships, relates well to others, makes new friends easily  
 \_\_\_\_\_ **Average** – some good friends, can relate positively with others  
 \_\_\_\_\_ **Poor** – few friends, lack of respect for others, socially awkward
23. Spiritual Maturity \_\_\_\_\_ **Excellent** – an inspiration to others, actively involved in church  
 \_\_\_\_\_ **Good** – studies Bible and applies it, enjoys sharing faith  
 \_\_\_\_\_ **Average** – up and down, finds it difficult to share testimony  
 \_\_\_\_\_ **Poor** – weak testimony, lacks enthusiasm for God

24. Personality – Please check only those that apply to the Applicant. Please include negative characteristics – none of us are perfect! The point of this is to help us get an accurate picture of the Applicant.

- |                               |                       |                                 |                          |
|-------------------------------|-----------------------|---------------------------------|--------------------------|
| _____ Abrasive                | _____ Discerning      | _____ Gracious, Hospitable      | _____ Organized          |
| _____ Adventurousome          | _____ Disciplined     | _____ Gregarious                | _____ Perfectionist      |
| _____ Amiable                 | _____ Disruptive      | _____ Helpful, Generous         | _____ Poor Communicator  |
| _____ Analytical              | _____ Easily offended | _____ Independent               | _____ Resourceful        |
| _____ Angry, Bitter           | _____ Encouraging     | _____ Industrious, Hard-working | _____ Risk Taker         |
| _____ Arrogant, Vain          | _____ Enthusiastic    | _____ Initiator                 | _____ Self-Centered      |
| _____ Assertive               | _____ Expressive      | _____ Joyful                    | _____ Servant-hearted    |
| _____ Blunt                   | _____ Extrovert       | _____ Kind, Courteous           | _____ Stubborn           |
| _____ Confident, Self-assured | _____ Focused         | _____ Lazy, Slothful            | _____ Tactful, Sensitive |
| _____ Creative                | _____ Forgiving       | _____ Manipulative, Controlling | _____ Teachable          |
| _____ Critical                | _____ Friendly        | _____ Motivated                 | _____ Tolerant, Patient  |
| _____ Dedicated, Loyal        | _____ Fun, Playful    | _____ Musical                   | _____ Trustworthy        |
| _____ Dependable              | _____ Gentle          | _____ Open minded               | _____ Withdrawn, Loner   |
| _____ Diligent                | _____ Gossip          | _____ Optimistic                | _____ Zealous            |