



Application for Employment

Thank you for your interest in Silver Spur Christian Camp and Retreat Center. Silver Spur is a 132-acre site located outside Sonora, CA. At an elevation of 2400 feet, we are nestled at the base of the Sierra Nevada Mountains. Established in 1965, Silver Spur is a ministry of Next Generation Churches, a voluntary association of churches in Northern California and Nevada. Silver Spur has a vision for partnering with our local churches, with a desire to be an asset and extension of the local church and its various ministries.

Our year-round camp and retreat center is open to churches, schools, and other organizations. We offer program retreats for all ages, as well as custom retreats & rental facilities for groups up to 300 people. Silver Spur is looking for quality year-round full-time and part-time, and seasonal staff to meet the needs of our guests. All jobs here at camp, from making beds to leading camper devotions, has eternal value because it contributes to the on-going work of God in the lives of His children. If you'd like to work at a place where you can serve a mission beyond yourself, apply to join the family at Silver Spur.

Application Process

- Submit your completed application to Silver Spur via mail, email, fax or in-person
- Email or mail your reference forms to your two chosen references to be returned directly to Silver Spur
- Please note that applications are considered incomplete until both reference forms are received
- The application process will later include finger-printing, background checks and on-going drug testing
- For more information about applying or open positions, please give us a call

Thank you for considering serving here at Silver Spur.

Silver Spur Staff

Application for Employment



PLEASE PRINT

Equal access to programs, services and employment is available to all persons. Applicants requiring reasonable accommodation to the application and/or interview process should notify the Human Resources Manager.

Position(s) applied for: _____ Date of Application _____

Full-Time Part-Time Seasonal

Referral Source: Walk-In Church Online Listing
 Job Fair Past Employee Other: _____

Name _____
Address _____ City, State _____ Zip _____
Phone _____ Other Phone _____
Email _____ Facebook/Instagram _____
Driver's License # _____ State _____ Exp. Date _____ Special Class? _____

If necessary, the best time to contact you at home is _____ am pm
May we contact you at work? yes no If yes, work number and best time to call _____
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 Silver Spur before? yes no
If yes, please list date(s) and position(s) _____

Date available for work _____ Desired wage/salary range \$ _____ per _____
Can you perform the functions of this job (essential and/or marginal) with/without reasonable consideration? 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 _____

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

SILVER SPUR IS AN EQUAL OPPORTUNITY EMPLOYER

Educational History

List most recent schools first.

SCHOOL	# OF YEARS COMPLETED	DEGREE/ DIPLOMA	GPA/ CLASS RANK	MAJOR Field of Study	MINOR Field of Study

Employment History

List most recent employment, volunteer or relevant experience first.

EMPLOYER	DATES EMPLOYED _____ TO _____	JOB RESPONSIBILITIES _____ _____ _____
ADDRESS	STARTING RATE / SALARY \$ _____ PER _____	
STARTING JOB TITLE	ENDING RATE / SALARY \$ _____ PER _____	
FINAL TITLE	REASON FOR LEAVING	
MAY WE CONTACT FOR REFERENCE?	PHONE	

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STARTING JOB TITLE	ENDING RATE / SALARY \$ _____ PER _____	
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MAY WE CONTACT FOR REFERENCE?	PHONE	

Faith History

The purpose of Silver Spur Christian Camp and Retreat Center is to provide creative programs, facilities and services for the purpose of making disciples of Jesus Christ. Though our guests come from many Christian and non-Christian backgrounds, all may be included in chapel services, prayer, devotions, etc. Staff members may participate in leading guests in these or other Christian activities.

The central truths of God's Word, the Bible, determine and inform all of our business practices, guest relationships, moral behavior and interpersonal relationships. In applying for employment at Silver Spur, you must be committed to a high moral, ethical and spiritual lifestyle.

To help us better understand your beliefs and Christian experience, please complete the following questions; use additional sheets of paper if necessary (typed responses encouraged). In addition, we ask that you sign the Statement of Faith and return it with your 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 that are not common to the doctrines held by Silver Spur? 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 are they displayed in your life and what are you doing to overcome them?
6. Why do you want to serve at Silver Spur?
7. Is there anything else you want us to know about you in considering you for a position at Silver Spur?

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

Signature _____

Date _____

Statement of Faith

- We believe the Scriptures of the Old and New Testaments are the inspired Word of God, inerrant in the original writings, complete as the revelation of God's will for salvation, and the supreme and final authority in all matters to which they speak.
- We believe in one God, creator and sustainer of all things, eternally existing in three persons, Father, Son, and Holy Spirit; that these are equal in every divine perfection and that they execute distinct but harmonious offices in the work of creation, providence, and redemption.
- We believe in God the Father, an infinite, personal Spirit, perfect in holiness, wisdom, power, and love. We believe He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.
- We believe that Jesus Christ is God's eternal Son, and has precisely the same nature, attributes and perfections as God the Father and God the Holy Spirit. We believe further that He is not only true God, but true man, conceived by the Holy Spirit and born of the virgin Mary. We also believe in His sinless life, His substitution for atonement, His bodily resurrection from the dead, His ascension into heaven, His priestly intercession on behalf of His people, and His personal, visible, return from heaven.
- We believe in the Holy Spirit, His personality, and His work in regeneration, sanctification, and preservation. His ministry is to glorify the Lord Jesus Christ, and implement Christ's work of redeeming the lost and empowering the believer for godly living and service.
- We believe God created man, male and female, in the image of God and free from sin. We further believe man is a sinner by nature and choice and is therefore spiritually dead. We also believe that the Holy Spirit regenerates those who repent of sin and trust Jesus Christ as Savior.
- We believe in salvation by grace through faith in Jesus Christ. We further believe that this salvation is based upon the sovereign grace of God, and was purchased by Christ on the cross, and is received by man through faith, apart from any human merit, works, or ritual. We further believe salvation results in righteous living, good works, and proper social concern.
- We believe that the Church is the spiritual body of which Christ is the head. We believe that the true Church is composed of all persons who through saving faith in Jesus Christ have been regenerated by the Holy Spirit. We believe that this body expresses itself in local assemblies whose members have been immersed upon a credible confession of faith and have associated themselves for worship, for instruction, for evangelism, and for service.
- We believe the ordinances of the local church are believers' baptism by immersion and the Lord's Supper. We also believe in the interdependence of local churches and the mutual submission of believers to each other in love.
- We believe that the supreme task of every believer is to love and glorify God in his life; that his conduct should be blameless before the world; that he should be a faithful steward of his possessions; and that he should seek to realize for himself the full stature of maturity in Christ.
- We believe in the bodily resurrection of the saved and lost, the eternal existence of all men either in heaven or hell, in divine judgments, rewards, and punishments.

I have read the Silver Spur Statement of Faith and sign in agreement without reservation.

Signature _____ 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.

References

List two adult individuals to use as personal references, and provide them with a reference form to be completed and returned directly to Silver Spur. No relatives or peers please. References should be familiar with your character and qualifications for the position(s) you are applying for.

Name of Employer or Teacher _____ Phone _____

Email _____ years known: _____

Name of Pastor or Church Worker _____ Phone _____

Email _____ years known: _____

Any additional information you would like us to consider:

Applicant 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 Silver Spur'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 Silver Spur Christian Camp and Retreat 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 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. I agree to a background check, fingerprinting and on-going drug testing.

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 _____ Date _____

Pastor or 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 Completed _____

Note to the person filling out this form:

This person has applied to work at Silver Spur Christian Camp and has listed your name as a reference. Silver Spur is a year-round Christian camp and retreat center for adults, children, and teens. Staff responsibilities include a willingness to work hard, 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 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 known 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.
7. Would you want to place your own child under the direct influence and care of this individual? If not, please explain why?

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

PLEASE CIRCLE THE WORDS THAT DESCRIBE THE APPLICANT-

Work Habits

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

Introverted Extroverted Avoided Tolerated Liked Well-liked Respected - sought out by others Outgoing

Personality

Withdrawn Reserved Cold Warm Quiet Friendly Shy Easily-Angered Overbearing

Emotional Stability

Troubled Immature Often over-responds Moody Well-balanced Self-controlled Thick-skinned Mature

PLEASE USE THE SCALE BELOW TO RATE THE APPLICANT IN THE FOLLOWING AREAS-

1 - Poor 2 - Below Average 3 - Average 4 - Above Average 5 - Exceptional

Flexibility (Ability to adjust to new conditions or duties) _____

Personal Integrity (Honesty and strength of character) _____

Cooperation (Ability to work well with others, especially with unfamiliar 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) _____

Punctuality (Arriving as scheduled, completing tasks on time) _____

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? o yes o no

Additional comments:

Reference Signature _____ **Date** _____

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 Completed _____

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

PLEASE CIRCLE THE WORD THAT BEST DESCRIBES THE APPLICANT-

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