

Name (first and last): \_\_\_\_\_

Date of Birth (mm/dd/yy): \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ Age: \_\_\_\_\_ Gender: M / F

### Application Deadlines:

	Returning Staff	New Staff
<i>Early-bird</i>	November 1, 2022	December 1, 2022
<i>Regular</i>	December 1, 2022	January 1, 2023

Early-bird applicants are entered to win one of five \$100 Amazon gift cards.  
Applications will still be accepted after the regular deadline, but positions are given on a first-come, first-served basis.

Online application can be found at [hacamps.org/summer-staff](http://hacamps.org/summer-staff).

Scan and email your completed application to [eric.smith@hacamps.org](mailto:eric.smith@hacamps.org), or mail it to:

Hidden Acres Christian Center  
 Attn: Summer Staff Application  
 3837 Union Ave  
 Dayton, IA 50530

**New Staff:** Please have your references fill out the online reference form, found at [hacamps.org/summer-staff](http://hacamps.org/summer-staff), or have them send the printable form to the address above.

Most positions run from May 30 - July 21, 2023  
 Opportunity for anyone to continue working until August 11, 2023 (Grow Teams)  
 Internships run from May 22 - August 11, 2023

All **New Staff** Applicants are required to interview in person or online.  
 Some **Returning Staff** Applicants may also be required to interview for a new position.

**Personal Information**

Home Address: \_\_\_\_\_ City, State, Zip: \_\_\_\_\_

Cell Phone: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ Email: \_\_\_\_\_

Parent / Guardian Name(s): \_\_\_\_\_

Parent / Guardian phone (if under 18): \_\_\_\_\_

Parent / Guardian email (if under 18): \_\_\_\_\_

Social Security # \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ (required for background check, only if considered for hire)

Are you a U.S. Citizen? Yes / No (If No, do you have a valid Work Visa? Yes / No )

Shirt size: S / M / L / XL / XXL / XXXL

**New Staff:** How did you hear about Hidden Acres? \_\_\_\_\_

**Church Affiliation**

Church Attending: \_\_\_\_\_ Attending Since: \_\_\_\_\_

City, State: \_\_\_\_\_ Denomination: \_\_\_\_\_

Home Church (if different): \_\_\_\_\_ Attending Since: \_\_\_\_\_

City, State: \_\_\_\_\_ Denomination: \_\_\_\_\_

**Education**

You are currently in: High School: 9 / 10 / 11 / 12 College: Fr. / So. / Jr. / Sr.

Check here if you are not currently in high school or college: \_\_\_\_\_

High School (if applicable): \_\_\_\_\_ City, State: \_\_\_\_\_

Expected Date of Graduation: \_\_\_\_\_

College (if applicable): \_\_\_\_\_ City, State: \_\_\_\_\_

Major/Minor: \_\_\_\_\_

Expected Date of Graduation: \_\_\_\_\_

Do you need an internship for college credit? Y / N

**Other Information**

Yes No

Do you smoke?		
Do you drink alcoholic beverages?		
Do you use controlled substances? (illegal or non-illegal)		
Do you have any pending arrests or have you ever been convicted of a crime?		
Have you ever been found guilty for any offense involving a minor child?		
Are you now or have you ever been placed on any registry for sex offenders?		
Have you ever been denied the opportunity to work with children in any capacity?		
Have you ever been convicted of any crime related to the abuse or molestation of children?		
Have you ever been convicted of a felony?		
Have you ever been terminated from employment as a result of workplace violence?		
Have you been a camper at Hidden Acres before? If yes, for how many years? _____		
Have you been a camper at another camp? If yes, which camp(s)? _____		
Have you worked at another camp before? If yes, which camp(s)? Also give the dates and your responsibilities: _____		
Have you ever applied for a position at Hidden Acres before now? If yes, when? _____		
Have you ever worked at Hidden Acres before? If yes, please give the dates and responsibilities: _____		
Are you available to work all for the entire summer camp season? (May 22-Aug 11 for Interns, May 30-July 21 for everyone else) If no, see below.*		
Are you interested in staying for any part of Grow Teams**? (see below for more info)		

**\*If you are unable to stay for the entire summer, what dates would you need off and for what reason(s)?**

This is not an official time-off request. Hiring preference will be given to those who can stay for the entire summer, but time off may be granted as needed. \_\_\_\_\_

**\*\*Grow Teams** stay after summer camp to help facilitate retreats for guest groups. This is an important part of our ministry, and we need lots of staff to help us make our guests feel welcome. Jobs might include program activities (tower, zipline, archery tag, horse rides, etc.), housekeeping, kitchen, store, snack shop, and others. It's also an opportunity to grow in your relationships with other summer staff and the full time staff through daily Bible studies, living in community, and scheduled off-site activities.

**Position Preferences** – Please list the top three choices for which you would like to be considered:

1st Choice (*required*): \_\_\_\_\_

2nd Choice: \_\_\_\_\_

3rd Choice: \_\_\_\_\_

**Positions** – Food, housing, and a weekly stipend are provided for all staff for the duration of their position. Some positions may be combined, and some positions may already be filled. For more information and for longer job descriptions, visit [hacamps.org/summer-staff](http://hacamps.org/summer-staff).

- **Counselors** – Responsible for a group of campers for the duration of their camp.
  - Senior Counselor (out of HS)
  - Junior Counselor (out of 10th grade)
  - Quad Leader (out of HS)
  - T3 Counselor (out of HS)
  - Assistant Wrangler Counselor (female) (out of HS)
  - Wilderness Counselor (male)
  - Fishing Counselor (male)
  - Horse Wilderness Counselor
  - Day Camp Counselor
- **Internships** – Leadership role. Oversee other summer staff. Potential for college credit. Must be out of High School.
  - Men’s Ministry Intern
  - Women’s Ministry Intern
  - High School Ministry Intern
  - Support Staff Intern
  - Program Intern
  - Communications/Media Intern
  - Worship Intern
  - Pastoral Intern
  - Day Camp Intern
  - Food Service Intern
  - Barn Maintenance Intern
  - Nurse Intern
  - Creation Education Intern
  - Create your own!
- **Specialists** – Individuals who oversee a specific area of camp. Experience in each area is preferred. Can be turned into an internship as needed.
  - Airsoft Specialist
  - Creation Education Specialist
  - Craft Specialist
  - Video Specialist
  - Photography Specialist
  - Social Media Specialist
  - Shooting/Archery Specialist
  - Wilderness/Fishing Outfitter
  - Tower Specialist (out of HS)
  - Waterfront Specialist
  - Activity Specialist
  - Office Specialist
  - Snack Shop Specialist
  - Special Needs Coordinator
  - Chapel Coordinator
  - Assistant Chapel Coordinator
- **Support Staff** – Teams who work together in different areas of camp. Must be 15+ when summer starts.
  - Wrangler (over 18)
  - Junior Wrangler
  - Maintenance
  - Kitchen
  - Lifeguard (must be certified)

**Certifications** – Fill in the blank with the expiration date of your current certifications.

Basic Water Safety: \_\_\_\_\_

CPR: \_\_\_\_\_

Camp Horsemanship Assoc: \_\_\_\_\_

Lifeguard: \_\_\_\_\_

EMT: \_\_\_\_\_

Climbing Tower: \_\_\_\_\_

First Aid: \_\_\_\_\_

Nurse: \_\_\_\_\_

Coaching: \_\_\_\_\_

Other: \_\_\_\_\_

**Short Answer Questions** – Please answer all required questions in a separate document.

Everyone:

1. Briefly describe when and how you came to faith in Christ.
2. Describe your current relationship with God and your church and how they affect your daily life.
3. How have you grown in your spiritual walk over the past two years?
4. Why do you deserve a position on our summer staff?
5. Why did you choose the positions that you listed on page 4 of this application?
6. Describe your thoughts and opinions on:
  - a. Homosexual relationships/marriage
  - b. Premarital sex
  - c. Dating
  - d. Gender identity/fluidity

Additional questions for **New Staff** Applicants:

7. If you are offered a position on our summer staff, how would you create unique experiences for campers to enjoy at Hidden Acres?
8. *Counselors*: In what ways would you try to expose your campers to the gospel during their week?  
*Non-counselors*: How would your work help achieve our goal of helping campers draw closer to Christ during their week of camp?

Additional questions for **Returning Staff** Applicants:

9. What's one thing you think you did well the last time you worked at Hidden Acres?
10. What's one thing you'd like to do differently if you are on staff this summer?
11. What do you hope to gain by coming back for another summer?

Additional questions for those seeking an Internship:

12. Why do you deserve an internship on our summer staff?
13. What leadership experience do you have?
14. How would you describe your leadership style?
15. What relevant skills or experiences do you have that relate to the internship(s) you applied for?

**References** – For all **New Staff** Applicants only, regardless of position. Please list the names of those to whom you are sending the reference forms. Must be someone you have known for at least 6 months.

**\*\*Please note\*\*** You must send the link to the online reference form, or the printable reference form, to the people listed below. We will not contact them for you. This list merely lets our office know who will be submitting the forms on your behalf. Both forms can be found at [hacamps.org/summer-staff](http://hacamps.org/summer-staff).

Academic Reference

Name: \_\_\_\_\_

Relationship to you: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Family Reference

Name: \_\_\_\_\_

Relationship to you: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Work Reference

Name: \_\_\_\_\_

Relationship to you: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Pastor Reference

Name: \_\_\_\_\_

Relationship to you: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

**Applicant Agreement**

- If my application is accepted, I can be depended upon to cooperate with the Camp Director and other leaders, to be subject to camp regulations and routines, and to sacrifice personal desires in the interest of the campers and Christ.
- By signing this application form I (or my parents if I am under 18) release and waive any and all claims arising out of the use by Hidden Acres and its authorized designee of my likeness and/or my voice on film, video tape, or sound recording in any promotional literature, film, or camp website.
- I hereby authorize all previous employers to furnish my record, reason for leaving, and all information they have concerning me, and release employers/references from all liability or damage arising there from.
- I also understand that Hidden Acres may conduct a criminal record history check for the purpose of ensuring all applicants have had no history of abusing or neglecting children.
- I certify that everything in this application is correct and truthful. Employment may be terminated at any time if I have given false or incomplete information on this application.

Applicant's Printed Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

Parent Signature (if applicant is under 18 years): \_\_\_\_\_

**New Staff** Applications will only be processed when all reference forms have been returned.

Early applicants are always considered first.

Email [eric.smith@hacamps.org](mailto:eric.smith@hacamps.org) at any time during the process if you have questions.

Visit [hacamps.org/summer-staff](http://hacamps.org/summer-staff) if you need more information or access to the online forms.

### **What others are saying about being on staff:**

- This was one of the best summers I have had in my life.
- There is no better way to spend your summer than serving the Lord at camp!
- A great way to share the gospel and a great community to help you as well. Also tons of fun!!
- This is a place where I finally have found people that love others intentionally and truly care about one another.
- It's an experience like no other. You don't really know what to expect, but you will be blown away by the end of the summer.
- It is great to spend an intense amount of time pouring into your own relationship with God and being on mission for Him. It is a joy!
- It's the most challenging way to spend your summer as a teenager but it's also the most growing and I recommend it 1000 times over!
- Hidden Acres is a great opportunity to get out of your comfort zone and share the Gospel to kids as well as meet friends that will encourage you to live it out.
- Camp is a life-changer. It will prepare you for so many situations in life that you wouldn't face anywhere else. It changes your heart and challenges your mind.
- I always learn so much from the chapels, seminars, those around me, etc. You also make some of the best friends here. On top of that, it's just a blast to be here.
- The Christ-centered friendships you will build are so valuable. God will grow you no matter which role you are in and working at camp is a wonderful way to do ministry and spread the gospel.
- It's a fantastic place for community, which spurs on its members to love and good works. It has the serious ability to make a spiritual difference in the lives of many many people, including the staff.
- I always tell [my friends] to apply and if it's God's will for them to go, he will make a way. But I tell them to at least apply and pray about it.
- Seeing the transformation of the kids when they accept Christ or even just understand the gospel is amazing. I would not be where I am in life without this place and the life-long relationships I've made are priceless.
- This summer was incredible. God was moving so evidently, and I made so many amazing friends, was able to love so many sweet campers, and learn and grow a lot in my own faith. I want more people to have that experience. I will definitely recommend it to friends.
- Working at camp has been the biggest blessing to me and I've grown so much in my faith because of it. I've also gained so many important life and leadership skills that will continue to be useful. I've met some of my best friends and had some of the most fun and most growing experiences of my life so far. Hidden Acres is a home to many and has helped change a lot of people's lives, including my own.
- It is a place set apart for us. But like actually it is. There is no other place where you grow in fellowship like Hidden Acres, at least by what I've experienced in my 16 years of life. Of course there were hard days, there will be hard days in anything you do. But what makes the hard days worth it at camp is that you know you are doing it for Him, our amazing amazing God. You are serving Him in a place where campers are able to pursue God and He pursues them and are able to love Him and learn about Him in a safe space.