



# Staff Application

Please fill out this application in its entirety and return it to your pastor.  
Your pastor will then fill out the pastoral reference and mail the entire packet to  
Pastor Brian Primer. If you have any questions regarding the application or opportunities  
at Pinecroft, feel free to contact our director, Pastor Brian Primer, at 208-568-1961.

## Personal info

Name:	Gender: M F	Birthdate:	Grade Next Fall:
Home Address:	City:	State:	Zip:
Home Phone:	Cell Phone:	Email:	
Mailing Address (If different from above):	City:	State:	Zip:

## School info

Name of School Currently Attending:				
Year of School Completed by June 2025:	MS 6 7 8	HS 9 10 11 12	College 1 2 3 4	Graduate 1 2 3 4

## Church info

Home Church:	Pastor:	Phone:
College Church:	Pastor:	Phone:

## Camp activity interests and skills

We would like to know what your skills and interests are to help us determine how they might best be used at camp  
(circle the appropriate response)

1=Certified and/or able to teach

2=Some skills and/or interests

3=Limited skills and/or interest

4=No interest and or/skills

AV/Sound Tech	1 2 3 4	Arts & Crafts	1 2 3 4	Computers	1 2 3 4
Cooking	1 2 3 4	Drama/Skits	1 2 3 4	Music/Vocal	1 2 3 4
*Music/Instrument	1 2 3 4	Photography	1 2 3 4	Power Point	1 2 3 4
Sign Language	1 2 3 4	Song Leading	1 2 3 4	Sports/Recreation	1 2 3 4
*What Instrument(s)					

CPR Certified: Yes Expires: \_\_\_\_\_  
First Aid Certified: Yes Expires: \_\_\_\_\_

Lifeguard Certified: Yes Expires: \_\_\_\_\_  
Washington Food Handlers Permit: Yes  
# \_\_\_\_\_

## Staff Positions available

Our camp dates for 2025 are:

Middle School Camp—July 14-18, **Staff arrive July 13 by 4 pm.**

High School Camp—July 21-25, **Staff arrive July 20 by 4 pm.**

Staff training for each of the camps begins the Sunday evening prior to the start of camp.

If you are desiring to serve as a cabin leader or crew member for these camps, your presence for this training is **mandatory**. Accommodations can be made if you need to arrive on the prior Saturday night, however no meals will be provided on Saturday.

Please check the box(es) for the position(s) you are interested in

	Mid Sch.	High Sch.		Mid Sch.	High Sch.
Cabin Leader	<input type="checkbox"/>	<input type="checkbox"/>	Nurse	<input type="checkbox"/>	<input type="checkbox"/>
Recreation	<input type="checkbox"/>	<input type="checkbox"/>	Serve Team	<input type="checkbox"/>	<input type="checkbox"/>
Worship Team	<input type="checkbox"/>	<input type="checkbox"/>			
Kitchen	<input type="checkbox"/>	<input type="checkbox"/>			
Lifeguard	<input type="checkbox"/>	<input type="checkbox"/>			

## Statement of faith

WE BELIEVE IN:

- The supernatural and plenary inspiration of the Scriptures - that they are inerrant and that their teaching and authority are absolute, supreme and final.
- The Trinity of the Godhead - God, the Father; God, the Son; and God, the Holy Spirit.
- The personality of God - the personality and deity of Jesus Christ, begotten of the Holy Spirit, born of the virgin Mary, very God and very man; the personality of the Holy Spirit.
- The resurrection of Jesus Christ - that His body was raised from the dead according to the Scriptures and that He ascended into heaven and sits at the right hand of God as the Believer's Advocate.
- The sinfulness of man - that all human beings are born with a sinful nature, are totally depraved and need a Savior from sin.
- The Atonement - that Jesus Christ became the sinner's sacrifice before God and died as the propitiation for the sins of the whole world.
- The necessity of the new birth - salvation is by grace through faith and not of works; saving faith will maintain good works in the life of the believer.
- The literal resurrection of the body - both of the just and the unjust.
- The everlasting blessedness of the saved - and the everlasting punishment of the lost.
- The evangelization of the world - the supreme mission of the church in this age is to preach the Gospel to every person.
- The second coming of Christ - according to the Scripture.

I, \_\_\_\_\_, have read and am in complete agreement with Camp Pinecroft on these basic issues of doctrine and faith.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## Media release

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

Part of the camp experience at Pinecroft Christian Camp is our daily photo and video slideshows. It is from these photos and videos that we get the images to use for our promotional materials and camp brochures for Pinecroft Christian Camp.

- ☐ I authorize the use of any visual or audio recordings of the person named above for television, radio, magazines, newspaper, website, brochure, and any other forms of media presentations, for related stories about Pinecroft Christian Camp.

\_\_\_\_\_  
Signature of applicant, or Parent / Guardian if applicant is a minor

\_\_\_\_\_  
Date

## Medical Info

**Please circle "yes" or "no"**

Allergies?      Yes      No

If yes, explain: \_\_\_\_\_

Special medications: Prescription and/or Over the Counter?      Yes      No

If yes, list: \_\_\_\_\_

Any Life Threatening Allergies or conditions?      Yes      No

If yes, list \_\_\_\_\_

Any physical reason for not participating in sports?      Yes      No

If yes, explain: \_\_\_\_\_

Health / Accident Insurance?      Yes      No

**If yes, please include a photocopy of your insurance card**

Company Name: \_\_\_\_\_ Policy # \_\_\_\_\_

Family physician?      Yes      No

If yes, give name: \_\_\_\_\_ Phone: \_\_\_\_\_

## For those under 18:

I give consent for my son/daughter \_\_\_\_\_, to work at Pinecroft Christian Camp.

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

IN CASE OF EMERGENCY, I understand that after every effort is made to contact me and I can't be reached, I hereby give permission to the physician, selected by the camp director or nurse, to hospitalize, secure proper treatment, and to order injection, anesthesia or surgery for my child, as named herein.

I also give permission for the camp nurse to dispense medications, whether prescription meds brought from home or non-prescription meds (*Tylenol, Ibuprofen, cough syrup, aspirin, Pepto-Bismol, etc.*) not listed above, for my child's care while at camp.

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

## Emergency contact info

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

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

## Code of conduct

Pinecroft Christian Camp staff members represent Christ first, camp second. We respect the fact that there are a wide range of convictions and scriptural principles. As a result, Pinecroft staff will abide by the following code of conduct. This code of conduct is not the Ten Commandments; in fact, much is based on appearances and cultural perspective, however we believe that they are vital and essential to minister effectively while at camp.

### Personal Discipline

Christian maturity and growth do not happen on their own. Each staff member will be expected to invest in personal spiritual growth through daily Bible study and prayer.

### Conduct / Appearance of Evil

We expect the conduct of all of our staff to be consistent with Christian faith and ethics (selfishness and bad attitudes are not allowed). Also required is a desire to live a Christ-like lifestyle (see Ephesians 5:1-2).

### Harassment / Abuse

We want to maintain an atmosphere that is free from all forms of Harassment and Abuse. This includes sexual, emotional, verbal, physical, and racial abuse.

### Sexual Conduct and Activity

It is expected that while working on staff at Pinecroft, all staff will avoid any sexual conduct or activity with other staff (outside of the marriage relationship). This includes all public displays of affection (i.e. kissing, holding hands, and back rubs). Any staff / camper dating or flirting is strictly prohibited. Sexual interaction of any kind between staff and campers is strictly prohibited.

### Usage of Alcohol and Illegal drugs

While working at Pinecroft, all staff is to abstain from the usage of alcohol and illegal drugs. Any usage will result in immediate dismissal from the staff and premises.

### Smoking or use of Tobacco Products

It is expected that while working at Pinecroft all staff will abstain from smoking or use of tobacco products on and off camp property. Any usage will result in immediate dismissal from staff and premises.

### Promptness

It is expected of all staff to be on time to meetings, meal times, and program assignments.

### Authority

Each staff person will be under the authority of the Pinecroft managing staff. Respectful and joyful submission is what God has called us to. (Romans 13:1) Keep in mind all staff, even the Dean and Director, are under someone's authority and we all are under the authority of God.

### Leading by Example

All staff are expected to lead our campers by example in abiding with camp rules and policies in all areas including dress code and electronics and media.

### Dress code

#### SWIM WEAR:

Female: (**midriff MUST be covered**) Medium neckline. No plunge or low scoop fronts. No extreme scooped or plunging backs. No high cut thighs. No white suits (*too many are see through when wet*). No "see through" suits (*wet or dry*). No thong style suits.

Male: (**MUST be boxer style**) No spandex. No white trunks. No see through trunks (*wet or dry*).

#### DAILY DRESS:

Female: No halter tops or spaghetti straps.

Male: Shirts are to be worn at all times (*even during sports activities*).

Male or Female: Shorts are to be mid-thigh in length. No bike shorts or running pants (*i.e. not body hugging*). No midriffs (*tops must cover stomach/waist*). No clothes advertising drugs, alcohol or tobacco. No clothing can have foul language on it. No clothing with inappropriate logos, sayings, or pictures.

**NOTE:** The Camp Dean or Director will have final say on what is considered appropriate/modest dress.

### Electronics and Media

**Pinecroft is an "unplugged" environment.** All staff are expected to lead by example and refrain from carrying or using electronic devices including cell phones, laptops, mp3 players, etc. **Cell phone usage will be limited to the Dean, Director, Nurse, and Lifeguard for camp purposes.** Laptop usage will only be by designated staff for camp purposes. Alarm clocks are provided for each cabin.

I have read and understand the Pinecroft Christian Camp code of conduct. I am willing to abide by this code of conduct during my time on staff and understand that my failure to abide by this code of conduct can/may lead to my immediate dismissal from the Pinecroft staff.

Signature \_\_\_\_\_

Date \_\_\_\_\_

## Criminal History Verification form

Name: \_\_\_\_\_ Date of Birth \_\_\_\_\_ Gender ☐ M ☐ F  
Last First Middle

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

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

### SECTION 1

1. Have you ever been charged, convicted of, or pled guilty to a sex-related crime? ☐ Y ☐ N  
If yes, was it in Washington or another State? (Please specify State): \_\_\_\_\_
2. Have you ever been accused of, charged with, convicted of, or pled guilty to child abuse? ☐ Y ☐ N  
If yes, was it in Washington or another State? (Please specify State): \_\_\_\_\_
3. Have you ever been charged, convicted of, or pled guilty to any other crime except a minor traffic violation? ☐ Y ☐ N

### SECTION 2—If you answered yes to any of the responses in Section 1, please complete Section 2

Convicted of or charged with: \_\_\_\_\_  
The State in which you were convicted of or are now charged: \_\_\_\_\_  
Date of conviction or charge made: \_\_\_\_\_  
Rehabilitative program undergone: \_\_\_\_\_  
Other explanations: \_\_\_\_\_

### SECTION 3—All applicants complete this section.

**ADVISORY:** A check of the applicant's criminal history will be made by Pinecroft Christian Camp to verify the responses to the preceding questions.

In signing, I verify that the information provided herein is true and complete to the best of my knowledge. I further understand that any false or misleading statements on this form may be cause for disqualification of my application or dismissal of my services. I hereby authorize Pinecroft Christian Camp to check civil or criminal records to verify any statement made on this form.

Signature \_\_\_\_\_

Date \_\_\_\_\_

## Release and arbitration agreement

(Must be signed by all attendees)

IN CONSIDERATION OF the use of the camp facilities owned/ or operated by The Slavic Baptist Church , Pend Oreille Bible Camp, and Pinecroft Christian Camp by myself or one or more of my children or wards, I, for myself, or the minor child named below, forever waive, release and discharge PINECROFT CHRISTIAN CAMP or PEND OREILLE BIBLE CAMP and its parent corporation, the Slavic Baptist Church from any/all injuries, claims, disputes, liabilities, or actions resulting from the use of the camp, regardless of location, from July 13, 2025 through and including July 25, 2025. I attest and verify that I have full knowledge of the risks and dangers involved; that I assume such risks, and that I will assume and pay my own medical expenses, in the event of an accident, illness or other incapacity, regardless of whether I have authorized such expenses.

Any controversy arising out of, connected to, or relating to this Release and Agreement between me and the above named parties or on behalf of the minor child named below, or the breach thereof, including, but not limited to any claims of violations of Federal and/or State Law, as well as any common law claims shall be settled by arbitration through the Christian Conciliation Services: and in accordance with this paragraph a judgment based upon the arbitrator's award may be entered in any court having jurisdiction thereof in accordance with the provisions of R.C.W. 7.04. This agreement shall be construed and interpreted under the laws of the State of Washington.

**I HAVE READ THIS RELEASE AND ARBITRATION AGREEMENT CAREFULLY, AND UNDERSTAND IT.**

Print Participant's Name \_\_\_\_\_

Birth Date: mm/dd/yyyy \_\_\_\_\_

Signature: (Parent/Guardian if participant named above is under 18) \_\_\_\_\_

Date \_\_\_\_\_

## Spiritual / personal autobiography

Please answer the following questions thoroughly and prayerfully.  
Please print or type your answers on another sheet if you need more space.

1. Please give a brief testimony of how and why you became a Christian.

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2. Since giving your life to Christ, how has God been changing you?

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3. Describe your activities related to serving Christ and others in your community.

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4. Share some victories and difficulties you are experiencing in your pursuit of living a life pleasing to the Lord.

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5. What would you say if someone asked you why you read and study the Bible?

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6. If someone asked you how it is possible to have a relationship with Christ, what would you say? Please include detailed Scripture references.

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## Pastoral Reference

**When you have filled out this application in it's entirety,  
please give the entire application along with this form to your pastor.**

For each of the following characteristics, please circle the number that best describes the applicant. Comments are also requested.

Spiritual Disciplines						<i>I see this evidenced by...</i>
Christian Witness	inconsistent 1	2	good role model 3	4	excellent integrity 5	
Spiritual Maturity	immature 1	2	mature for age 3	4	high level of maturity 5	
Loves Others	unaware 1	2	cares for others 3	4	compassionate 5	
Personality, Character, Health						
Confidence	shy 1	2	outgoing 3	4	sought out by others 5	
Emotional Stability	unpredictable 1	2	stable 3	4	well balanced 5	
Self-Control	undisciplined 1	2	usually disciplined 3	4	very self-disciplined 5	
Integrity	low morals 1	2	consistent morals 3	4	above reproach 5	
Attitude	often negative 1	2	neutral attitude 3	4	positive attitude 5	
Leadership / Ministry						
Work Ethic	lazy 1	2	works well 3	4	above and beyond 5	
Constructive Criticism	defensive 1	2	open and listens 3	4	highly responsive 5	
Leadership	follower 1	2	leader when necessary 3	4	natural leader 5	
Heart for Ministry	little evidence 1	2	eager and motivated 3	4	very passionate 5	
Communication Skills	low 1	2	can get their point across 3	4	articulate 5	
Relationships						
Conflict Resolution	holds grudges 1	2	seeks resolution 3	4	initiates forgiveness 5	
Respected by Peers	tolerated 1	2	well-liked 3	4	admired by peers 5	
Team Player	works alone 1	2	appreciates team-work 3	4	great team player 5	

[ ] I am recommending \_\_\_\_\_ to work at Pinecroft Christian Camp this summer.  
(applicant's name)

Additional comments regarding the applicant (use additional paper if necessary): \_\_\_\_\_

Pastor's Name: \_\_\_\_\_ Signature: \_\_\_\_\_

Church: \_\_\_\_\_ Date: \_\_\_\_\_

Pastor: Please mail completed application and reference form to Pinecroft Christian Camp Director,  
Pastor Brian Primer, PO Box 100, Fernwood, Idaho 83830