



RETURNING STAFF APPLICATION

Full Legal Name _____ Male/Female (circle one)

Current Address _____ City/State/Zip _____

Home Address (if different) _____ City/State/Zip _____

Current Phone _____ Home Phone _____ Cell Phone _____

E-mail Address _____

Are you eligible to work in the United States? Yes No Are you at least 18 years of age or older? Yes No

What is your t-shirt size? S M L XL XXL

Indicate the position(s) for which you would like to apply. Please note the minimum age requirement is next to each position in parenthesis.

- | | | |
|----------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------|
| <input type="checkbox"/> Program Director (21) | <input type="checkbox"/> Staff Pastor (21) | <input type="checkbox"/> Adventure Programming Director (21) |
| <input type="checkbox"/> Head Counselor (21) | <input type="checkbox"/> Head Cook (21) | <input type="checkbox"/> Waterfront Director (21) |
| <input type="checkbox"/> Support Counselor (18) | <input type="checkbox"/> Food Service Staff (18) | <input type="checkbox"/> Tripping Director (21) |
| <input type="checkbox"/> Youth Camp Counselor (18) | <input type="checkbox"/> Naturalist (18) | <input type="checkbox"/> Leader in Training Mentor (21) |
| <input type="checkbox"/> Health Officer (18) | <input type="checkbox"/> Barn Specialist (18) | <input type="checkbox"/> Leader in Training Participant (15) |

Do you want extra applications mailed to you for recruiting new staff? How many?

Has anything changed since you filled out your last application that you believe is or may be relevant to the position you are seeking this summer (e.g., criminal convictions, certifications, new medication, medical condition, etc.)?

Youth Camp employment will extend from June 11 to August 15. Leaders In Training (LIT) employment will extend from June 19 through August 16. Are you available for this entire period? If not, please explain.

List why you are interested in the position(s) you are applying towards.

Having experienced Tall Turf for at least one summer, you no doubt have thought about things that worked well or did not work well for you. What are some goals that you would set for yourself this coming summer? What will you do differently? Be specific!

How have you grown in your understanding of reconciliation during your time at Tall Turf? How would you hope to continue to grow in this area this coming summer?

Please share in detail how you have grown in your relationship with God over this past year. (Attach an additional sheet, if necessary.)

Applicant's Certification and Agreement

Please read carefully:

1. Authorization for Employment/Educational Information.

I authorize the references listed in this Application for Employment, and any prior employer/educational institution, or any other persons or organizations to give Tall Turf Ministries any and all information concerning my previous employment/educational accomplishments, disciplinary information or any other pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from sharing such information. I hereby, waive written notice that employment information is being provided by any person or organization.

2. Employment at Will.

If I am hired, in consideration of my employment, I agree to abide by the rules and policies of Tall Turf Ministries, including any changes made from time to time, at the option of Tall Turf Ministries and its designated authorities. All employees are employed at will. This means that just as I am free to terminate my employment with Tall Turf Ministries at any time and for any reason, Tall Turf Ministries also retains the right to terminate my employment with Tall Turf Ministries at any time and for any reason. I understand that no representative of Tall Turf Ministries, other than the Executive Director, has any authority to enter into any agreement for employment for any specific or indefinite period of time, or to make any agreement contrary to the foregoing. Any such agreement must be in writing and signed by the Executive Director to be effective.

3. Criminal Records Check.

I authorize Tall Turf Ministries to secure my criminal conviction history from law enforcement agencies and legal records. I agree to execute the appropriate authorization(s) necessary to obtain such information.

4. Release of Medical Information.

I authorize every medical doctor, physician or other health care provider to provide any and all information, including but not limited to, all medical reports, laboratory reports, x-rays or clinical abstracts relating to my previous health history or employment in connection with any examination, consultation, test or evaluation. I hereby release every medical doctor, health care personnel and every other person, firm, officer, corporation, association, organization or institution which shall comply with the authorization or request made in this respect from any and all liability. I understand that this release will not be sent to my physician or other health care provider until a job offer has been made. A physical exam will be required once a conditional job offer has been made.

5. Drug and Alcohol Testing.

I agree to take a drug and alcohol test and authorize Tall Turf Ministries or its designated agent(s) to withdraw specimen(s) of my blood, urine or hair for chemical analysis, if Tall Turf Ministries so elects. One purpose of any chemical analysis is to determine or exclude the presence of alcohol, drugs or other substances. I understand that decisions concerning my employment will be made as a result of any chemical analysis.

6. Need for Accommodation.

If I have a mental or physical disability and require an accommodation to perform the essential functions of the job I am seeking, I must notify Tall Turf Ministries of that need in writing within 182 days after I knew or reasonably should have known that an accommodation was needed. Failure to do so will bar me from alleging that Tall Turf Ministries has not accommodated me under Michigan law.

7. Time Limit on Lawsuits

I agree that any lawsuit or claim against Tall Turf Ministries arising out of my employment or termination of employment, including, but not limited to claims arising under state or federal civil rights statutes, must be brought within the following time limits or be forever barred: (a) for lawsuits requiring a Notice of Right to Sue from the EEOC, within 90 days after the EEOC issues that Notice; or (b) for all other lawsuits or claims, within (i) 180 days of the event(s) giving rise to the claim, or (ii) the time limit specified by statute, whichever is shorter. I waive any statute of limitations which exceeds this time limit. "

8. EEO Statement

Tall Turf Ministries is an Equal Employment Opportunity employer. Our camp, in accordance with applicable federal and state laws, provides equal opportunities to employees and applicants without regard to race, color, sex, height, weight, marital status, national origin, age, disability, or veteran status. Tall Turf Ministries is a Christian organization primarily engaged in carrying out Christian mission. As such, Tall Turf Ministries has determined that it is essential to its mission and operations to exercise discernment in the area of Christian faith, religious affiliation and biblical conduct in its employment policies and practices. Such discernment shall be exercised in accordance with the best interests of the organization and applicable state and federal laws permitting the use of "bona-fide occupational qualifications" for religious organizations.

9. Certificate of Truthfulness

I certify that all statements on this Application for Employment are made truthfully and without evasion, and I further understand and agree that such statements may be investigated and if found to be false will be sufficient reason for not being employed, or if employed may result in my dismissal. I have read items one through nine above, understand them, and with my signature below, voluntarily agree to be bound by them.

Applicant's Signature

Date

