



Dear Applicant,

Thank you for your inquiry regarding Palomar Christian Conference Center employment and ministry opportunities. We have enclosed an application for you to fill out and return. Also, enclosed are three reference forms that we utilize during our interview process. You, as the applicant, will need to distribute a form to each reference to then be sent back completed to PCCC by that individual reference. We will then review your completed application and reference forms upon receipt and contact you regarding any openings we have that you may qualify. You can find more information on employment by visiting our web site at www.pccc.org .

Sincerely

Ken Cross
Executive Director
PCCC

Applicant Information

Full Name: _____ Date: _____

Address: _____ Apt/Unit #: _____

City: _____ State: _____ Zip: _____

Phone: _____ E-mail Address: _____

Date Available: _____ Social Security No.: _____ Desired Salary: _____

Position Applied for: _____

Have you ever been employed by PCCC?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Are you at least 18 years of age?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Are you a citizen of the United States?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Have you ever worked for this company?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, when?	_____	
Have you ever been convicted of a felony?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain:	_____	

At-Will Employment

Your employment will always be "at-will", which means that either you or PCCC have the right to terminate this employment at any time, for any reason, with or without prior notice or cause. No representative of PCCC, other than the Executive Director, in writing, has any authority to enter into any agreement with you for employment for any specified period, or to make any agreement contrary to the forgoing. Any and all prior verbal representations which may have been made to you regarding employment are superseded by this notice.

Education

High School:	Address:				
From:	To:	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree:

College:	Address:				
From:	To:	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree:

College:	Address:				
From:	To:	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree:

Other:	Address:				
From:	To:	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree:

References

Full Name:		Relationship:	
Company:		Phone:	
Address:			
Full Name:		Relationship:	
Company:		Phone:	
Address:			
Full Name:		Relationship:	
Company:		Phone:	
Address:			

Previous Employment

Company:		Phone:	
Address:		Supervisor:	
Job Title:		Starting Salary:	Ending Salary:
Responsibilities:			
From:	To:	Reason for Leaving:	
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/>	NO <input type="checkbox"/>
Company:		Phone:	()
Address:		Supervisor:	
Job Title:		Starting Salary:	Ending Salary:
Responsibilities:			
From:	To:	Reason for Leaving:	
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/>	NO <input type="checkbox"/>
Company:		Phone:	()
Address:		Supervisor:	
Job Title:		Starting Salary:	Ending Salary:
Responsibilities:			
From:	To:	Reason for Leaving:	
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/>	NO <input type="checkbox"/>

Briefly write on the Following Subjects

1. What do you understand to be the purpose of PCCC? _____

2. What is your purpose for applying for this position? _____

3. What are the most important qualities for a camp staff member to have? _____

4. Please describe how you came to know Jesus Christ as your savior. _____

5. What role ought the church have in a believer's life? _____

6. What role does the church play in your life? _____

7. Please share your view of the authority of Scripture. _____

8. What does Scripture say about premarital sex? _____

9. Should Christians date non-Believers? Why or why not? _____

10. What is the Biblical teaching on homosexuality? _____

11. Describe your present devotional practice. _____

12. How would your parents describe your relationship with them? _____

13. What qualities do you have that would make you a good staff member? _____

14. What qualities would your friends say you have? _____

15. How would you explain the way of salvation to someone? (Include scripture references) _____

Christian Lifestyle Statement

As a Christian community, Palomar Christian Conference Center places great importance upon those values and relationships that enrich the total process in creating a positive Christian spirit. To this end our community is committed to: (1) the pursuit of truth; (2) the process of spiritual formation; (3) mature relationships; and (4) responsible stewardship of our own possessions and all of life's resources.

To help maintain this spirit within our community, all members of the Palomar Christian Conference Center family have chosen the following lifestyle statement as the common focus for our Christian behavior and distinguishing moral character.

The members of the Palomar Christian Conference Center community desire to be a fellowship of persons fully committed to Jesus Christ as their Lord and obedient to the Scriptures as their rule of life. This expresses itself in a regular experience of forgiveness and renewal, continuous surrender to the Holy Spirit, growing awareness and reflection of Christ in daily life and dedication to the concerns that motivated His life on earth.

Historically, PCCC and its guests have been characterized by a conservative lifestyle. This has led to an emphasis upon refraining from common practices of our time which are expressly forbidden in the Scriptures, such as sexual relationships outside of marriage, homosexuality, drunkenness, theft, dishonesty and disobedience to the state, except in those rare instances that violate a biblically-informed conscience.

Voluntary self-discipline is stressed at the conference center and rules are kept to a minimum. However, certain practices have been found to be detrimental to the common good, including the possession and use of alcoholic beverages, non-medical use of drugs, including the use of marijuana or tobacco in any form, gambling and indiscriminate attendance at the theater. All members of the conference center community are required to abstain from these practices, both on and off the conference center grounds.

These behavioral expectations are intended for our life together at PCCC, not necessarily as norms for all Christians everywhere. It is our hope that those led by the Lord to become a part of this distinctive community have already adopted this kind of disciplined lifestyle and that, in the process of expressing it, they will find their highest fulfillment

I agree and will commit myself to follow the above described lifestyle while an employee of Palomar Christian Conference Center.

Signature: _____ Date: _____

Military Service

Branch:		From:		To:	
Rank at Discharge:		Type of Discharge:			
If other than honorable, explain:					

Other Skills

Use this area to list other abilities, special skills, certificates, licenses, etc.

Statement of Faith

We believe in the plenary inspiration of the Old and New Testament and recognize them to be God's Word to us. We believe in the Deity of the Triune God: Father, Son, and Holy Spirit. We believe in the Deity of the Lord Jesus Christ, His substitutionary atonement for sin, His bodily resurrection, and His personal, visible return to earth to reign in righteousness and glory. We believe in the person of the Holy Spirit who dwells in every believer and His work of conviction, regeneration and sanctification. We believe in the necessity of the new birth, through salvation by Faith in Jesus Christ alone, and in the importance of a life committed to the will of God, in Christ.

Are you in complete agreement with the Statement of Faith YES NO If not, please explain why on another sheet.

Application Authorization Agreement

I hereby certify that the facts set forth in this application for employment are true and complete to the best of my knowledge. I understand that if I am employed any falsified statement on this application will result in termination of my employment. If employed, I agree to conform to the rules and regulations of PCCC, Inc. I understand that my employment and compensation can be terminated without cause or notice, for any reason, at any time, at the option of either the company or myself. No implied oral or written agreement contrary to the express language are valid unless they are in writing, signed by an owner of the company.

I understand that if offered employment at PCCC, Inc, my employment will be contingent upon satisfactory results obtained from a background check. I understand this background investigation may include, but is not limited to; work history, personal financial status and consumer credit report, criminal conviction records, including pending trials, as permitted by law; driving history including traffic violations; and references obtained from professional and personal associates. I understand that a pre-placement physical exam maybe required depending on the position.

I authorize PCCC, Inc to make any investigation of my prior education and employment history. I authorize the persons named as references and employers to furnish any information they may have about me.

I understand PCCC, Inc is committed to maintaining a drug/alcohol-free work environment. If I am considered for a position, I maybe asked to participate in a drug/alcohol-screening program and I understand that my employment will be contingent upon notification of a negative result. I also understand that my continued employment may be contingent upon the passing of subsequent drug/alcohol screening test.

I acknowledge that I have read the above statement and understand them.

PLEASE READ BEFORE SIGNING. IF YOU HAVE ANY QUESTIONS REGARDING THIS STATEMENT, PLEASE ASK THE HUMAN RESOURCES REPRESENTATIVE BEFORE SIGNING.

Signature: _____ Date: _____



Applicant Reference Form

Mail To: Palomar Christian Conference Center PO Box 160 Palomar Mountain, CA 92060

Applicant's Name _____

Please answer the following questions to the best of your ability and knowledge of the applicant. Your responses will be kept confidential. The early return of this form will expedite the processing of the application. Please mail the completed form to the address on the top of the page.

1. How long have you known the applicant? __Yrs. In what capacity? _____

2. In your opinion is the applicant a Christian? _____

3. Does the applicant appear to be growing in his/her relationship with the Lord? _____

4. Is the applicant actively involved in Christian service? _____

5. What is your impression of the applicant's understanding of Scriptures, witnessing and prayer life? _____

6. Describe the applicant's leadership ability. Makes no effort Some promise Good Unusually good ability to lead

7. Describe the applicant's emotional temperament. Over-responds emotionally Tends to be moody Balanced and controlled

8. Describe the applicant's ability to perform Tasks. Needs supervision Meets average expectations Goes above & beyond expectations

9. Describe the applicant's personality. Shy/withdrawn Reserved Average Outgoing Extrovert

10. What strengths do you feel this applicant would bring to a Christian camping ministry? _____

11. Are there any tendencies or traits which you feel will reduce the effectiveness of the applicant in a Camping ministry? _____

12. If you have/had children, would you have any reservations about entrusting them to the physical and spiritual care of this individual?

(Why or Why Not?) _____

13. Are you recommending this person because of what they can gain from this experience, or because of how their ministry can benefit PCCC? _____

14. Please rate the applicant on the following characteristics and traits. 1=Superior 2=Above Average 3=Average 4= Below Average X= Don't Know

- | | | | |
|--|---------------------------------|-----------------------|----------------------------|
| __ Personal appearance/grooming | __ Attitude toward authority | __ Dependability | __ Self-discipline |
| __ Honesty and personal integrity | __ Initial Impression | __ Physical condition | __ Judgment |
| __ Attitude towards hard work | __ Ability to work with others | __ Enthusiasm | __ Flexibility |
| __ Ability to work without close supervision | __ Initiative | __ Willingness | __ Public speaking ability |
| __ Ability to cope with other's problems | __ Attitude toward opposite sex | __ Sense of humor | __ Ability to make friends |

15. Check your choice of recommendation: Recommend with some reservation Do Not Recommend Strongly Recommend

16. Additional Comments _____

Reference completed by: (Print Name) _____ Phone _____

Position _____ Organization _____

Address _____ City _____ ST _____ Zip _____