



**FORT WILDERNESS  
TruNorth RA Application**

6180 Wilderness Trail Box 715, McNaughton, WI 54543-0715  
715-277-2587, 1-800-338-3678, fax 715-277-3928  
www.fortwilderness.com

**PERSONAL INFORMATION:**

***Please print clearly***

Name \_\_\_\_\_ Date of Application \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Last First Middle Previous Names

Social Security # \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ Month/Day of Birth \_\_\_\_ / \_\_\_\_ Gender:  Male  Female

Will be kept confidential

T-Shirt Size: S M L XL

Permanent Address \_\_\_\_\_  
Street City State Zip Code

Temporary Address \_\_\_\_\_  
(College / Other) Street City State Zip Code

Temporary Address Valid Through: \_\_\_\_\_ E-mail Address \_\_\_\_\_

Main Phone # (\_\_\_\_) \_\_\_\_\_ Other Phone# (\_\_\_\_) \_\_\_\_\_

**EDUCATION**

Name of School (include city & state)	Major / Minor / Cumulative GPA	Date of (expected) Graduation

List special accomplishments, publications, extra curricular activities, etc.:

\_\_\_\_\_

**EMPLOYMENT HISTORY**

Employment record: List most recent employment first. Do not include volunteer roles in this group.

Employer / Company	Position / Job Duties	Dates	Supervisor	Phone #

Have you ever been discharged from any of the above positions? If yes, please explain: \_\_\_\_\_

\_\_\_\_\_

**What related experience do you have related to an RA position?**

\_\_\_\_\_  
\_\_\_\_\_

**The TruNorth RA position commitment begins Monday, August 29, 2016 and ends Monday, May 15, 2017**

• If offered a position on staff, will you be able to verify that you are legally permitted to be employed in the United States under Title VIII, U.S. Code Section 1324A, either by proving U.S. Citizenship or permanent residence status or with an un-expired INS employment authorization? Yes No

• Do you hold current certifications in First Aid, CPR or Red Cross Lifeguard? (Circle all that apply.)

When do your certifications expire? First Aid \_\_\_\_\_ CPR \_\_\_\_\_

Lifeguard \_\_\_\_\_

**VOLUNTEER EXPERIENCE**

**Volunteer / Other Mentoring or Leadership Experience:** Please list your experience in each area, including *location, dates and positions* held

Church / Youth Group Participation \_\_\_\_\_

Experience with Children / Youth \_\_\_\_\_

Camp Service \_\_\_\_\_

Other \_\_\_\_\_

**PERSONAL INFORMATION II (Please use additional paper if needed)**

How did you hear about Fort Wilderness? \_\_\_\_\_

When was the last time you were at Fort? \_\_\_\_\_

Is your family in favor of your coming to Fort Wilderness for TruNorth?  Yes  No If not, please explain \_\_\_\_\_

Are you currently attending a church? If yes, what church? \_\_\_\_\_

• What are your habits concerning church attendance? \_\_\_\_\_

• What are your personal goals do you hope to accomplish during TruNorth? \_\_\_\_\_

• How do you expect TruNorth to help you meet your goals? \_\_\_\_\_

• List your spiritual strengths and weaknesses \_\_\_\_\_

• Describe your strengths and weaknesses with respect to these types of personal communication:  
Listening, speaking, writing, reading \_\_\_\_\_

• What Christian writers or authors, if any, have influenced your Christian walk and growth? \_\_\_\_\_

• What books (other than school texts and required reading) have you read in the past year? \_\_\_\_\_

- In what areas of your spiritual walk do you most want to improve or grow right now? \_\_\_\_\_  
\_\_\_\_\_
- How many hours of TV do you watch each week? \_\_\_\_\_
- How many hours do you spend on video games/computer/cell phone each week? \_\_\_\_\_  
\_\_\_\_\_
- Our goal for TruNorth is to provide students and RAs with an environment that is most beneficial for personal and spiritual growth. Would you be willing to limit portions of your personal life (ie. Outside relationships, cell phone, texting, computer, & television) in order to focus on and fulfill the goals and objectives of TruNorth? \_\_\_\_\_  
\_\_\_\_\_
- There are certain physically demanding tasks within the TruNorth program. Would you be willing and able to hike 15 miles in a day (for the hiking trip) and lift 25 pounds? Explain \_\_\_\_\_  
\_\_\_\_\_

**Fort has a “No Smoking” and “No Alcohol” policy for all staff on grounds (for those under 18, smoking is against the law; for those under 21, drinking is against the law).**

- Will you have a problem adhering to this policy?
- Do you have an insurable driving record?  Yes  No
- Driver's License\* # \_\_\_\_\_ State \_\_\_\_\_ \*To Check Record
- Do you have a Commercial Driver's License? Yes No
- Have you ever received a ticket for anything other than a non-moving traffic violation?  Yes  No  
If yes, please explain (include violations within past 36 months) \_\_\_\_\_  
Answering “yes” to the following question does not constitute an automatic bar to acceptance. Factors such as date of offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.
- Have you ever pled “guilty” or “no contest” to, or been convicted of a crime?  Yes  No  
If **yes**, please provide date(s) and details \_\_\_\_\_  
\_\_\_\_\_
- *Submitting this application confirms that you are allowing us to perform a **criminal/driving background check**.*  
Please list cities / states of residency in the past 10 years. Do you have any reason to believe this check will reveal any negative information? If so, please explain. \_\_\_\_\_  
\_\_\_\_\_

## INTERESTS

### Camp Program Skills

*Fort seeks to utilize people's gifts, skills and desires as much as possible. In the following list, please check all areas you have interest or experience in. Please use “I” to mark interest and “E” for experience.*

#### Adventure/Challenge

- \_\_\_ Challenge/Ropes
- \_\_\_ Climbing/
- Rappelling
- \_\_\_ Spelunking/Caving

#### Arts/Crafts

- \_\_\_ Drawing/Painting
- \_\_\_ Leather Craft
- \_\_\_ Metal Work
- \_\_\_ Photography
- \_\_\_ Woodworking

#### Pioneering

- \_\_\_ Backpacking
- \_\_\_ Hiking

- \_\_\_ Outdoor Cooking
- \_\_\_ Outdoor Living
- \_\_\_ Overnight Trips
- \_\_\_ Wilderness Trips

#### Drama

- \_\_\_ Acting
- \_\_\_ Theater

#### Music

- \_\_\_ Singing
- \_\_\_ Instruments circle:  
*Piano, drums, guitar*
- \_\_\_ Leading Worship
- \_\_\_ Sound
- Engineering

#### Nature

- \_\_\_ Animals
- \_\_\_ Astronomy
- \_\_\_ Birds
- \_\_\_ Creation Science
- \_\_\_ Flowers/Fauna
- \_\_\_ Forestry
- \_\_\_ Insects
- \_\_\_ Hikes
- \_\_\_ Weather

#### Sports/Fitness

- \_\_\_ Archery
- \_\_\_ Baseball
- \_\_\_ Bicycling

- \_\_\_ Fishing
- \_\_\_ Horseback Riding
- \_\_\_ Informal Games
- \_\_\_ Riflery
- \_\_\_ Soccer
- \_\_\_ Volleyball

#### Waterfront Activities

- \_\_\_ Canoeing
- \_\_\_ Diving
- \_\_\_ Kayaking
- \_\_\_ Rowing
- \_\_\_ Sailing
- \_\_\_ SCUBA
- \_\_\_ Swimming
- \_\_\_ Water Skiing

Please list any other hobbies or interests: \_\_\_\_\_

## QUESTIONS

**On a separate sheet of paper (2-3 pages preferred)** write to the following questions using Scripture when possible (answers you give may be the most important part of this application):

- A. Please write your story of how you came to faith in Christ. (include Scripture)
- B. What do you trust in to get to heaven? Works; Faith in Christ + Works; or Faith in Christ alone. Explain.
- C. How would you explain to someone else: Spiritual Growth; Christian Living? Are you striving to submit to God in your life?
- D. How is your current (last 6 months) walk with God? What do you do to maintain spiritual growth?
- E. Explain the importance of authority and describe how you respond to those in authority over you. Where does the bible fit into your view of authority?
- F. Have you read the doctrinal statement and the Core Values document and is there anything that you disagree with in belief or how you live?
- G. Our Summer Staff Mission states: "We desire for our staff to impact others for the Kingdom of God and to become men and women who will continue to pursue God." How do you fit our mission?
- H. What would Fort Wilderness gain by having you come to be part of TruNorth? How have you demonstrated leadership in your life? Why do you want to serve as a leader?
- I. What does the term "teachable" mean to you? Describe a time in your life when you needed to be teachable.
- J. Understanding that we all struggle in different areas of our lives, are you struggling with anything that could hinder your spiritual growth or involvement in TruNorth?
- K. Understanding that we all struggle in different areas of our lives, are you struggling with anything that could hinder your spiritual growth or your involvement in TruNorth? Is there any current or recent sin in your life that would hinder you from being in a **1 on 1 Ministry** role?
- L. Please include any additional information you think would be helpful, including how and why you feel God is calling you to be a part of TruNorth.

## REFERENCES

**IMPORTANT:** Please list your pastor / youth pastor, an employer or teacher, and one other supervisor or adult friend who knows you well and can describe your personal and spiritual qualities. Supply each a Confidential Reference Form and **have them** send it to Fort Wilderness as soon as possible. **Your application will not be processed until all three references are received.** Pick people who can verify your character. No relatives please.

	Name	Phone #
Youth Pastor / College Ministry		( )
Employer / Teacher		( )
Supervisor / Adult Friend		( )

**PICTURE** – Please include a picture of yourself (a candid is acceptable) (This is OPTIONAL but very helpful to help us recognize you.)

## Agreement

I certify that all of the information is true to the best of my knowledge, realizing that any false information is grounds for not being hired. I realize that if statements are found to be untrue while working on staff that this is basis for dismissal from staff and that if being paid, I would only be paid through the day I am asked to leave. I understand that being a staff member at Fort Wilderness is **at will** and means serving with and cooperating with the camp administration and other staff members as unto the Lord, obeying all camp rules and sacrificing personal desires in the interest of campers and co-workers. My chief aim, if hired, will be to glorify Christ through my personal life and my service. I have read and understand the doctrinal statement and summer staff guidelines summary (2-sided form included), and voluntarily agree to exemplify and follow the principles contained therein. I hereby authorize Fort Wilderness to contact all prior employees and any references listed herein (or provided by them) to verify all information provided and to obtain any and all information related to my character, past work performance and ability to perform for Fort. I further hereby release all references and prior employers from any liability for information that is given in good faith. I voluntarily submit to any criminal / driving background check Fort Wilderness deems necessary. I affirm that I have never been charged with or convicted of any offense relating to child or sexual abuse anywhere. I understand also that this is not an offer of a job. My signature here indicates my agreement with the aforementioned statements.

Date \_\_\_\_\_ Signed \_\_\_\_\_

Note: You will be contacted after your completed application and 3 reference forms are returned. Please send your application and information to:

Fort Wilderness TruNorth Director  
6180 Wilderness Trail - Box 715  
McNaughton, WI 54543-0715

Please note that all statements become part of any future employee personnel files.



FORT WILDERNESS

## Applicant Information

Legal name (Last) \_\_\_\_\_ (First) \_\_\_\_\_ Middle: \_\_\_\_\_ Gender: \_\_\_\_\_

Former Last Names or Maiden Name(s): \_\_\_\_\_ Used when? \_\_\_\_\_

SSN: \_\_\_\_\_ DOB: \_\_\_\_\_ Driver's License #: \_\_\_\_\_ State Issued: \_\_\_\_\_

Address: \_\_\_\_\_ City \_\_\_\_\_ State: \_\_\_\_\_ Zip \_\_\_\_\_ County \_\_\_\_\_

### Any Previous Addresses (within seven years):

Address: \_\_\_\_\_ City \_\_\_\_\_ State: \_\_\_\_\_ Zip \_\_\_\_\_ County \_\_\_\_\_

Address: \_\_\_\_\_ City \_\_\_\_\_ State: \_\_\_\_\_ Zip \_\_\_\_\_ County \_\_\_\_\_

Address: \_\_\_\_\_ City \_\_\_\_\_ State: \_\_\_\_\_ Zip \_\_\_\_\_ County \_\_\_\_\_

Commercial License  Yes  No

### In the last three years:

- |  |  |
|--|--|
| 1. Have you been at fault for any accidents?   | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 2. Have you had any moving traffic violations?   | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 3. Have you had any insurance company cancel/refuse you auto insurance?  | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 4. Have you had your driver's license revoked, suspended, or restricted?   | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 5. Have you had any physical impairments other than corrective glasses?  | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 6. Have you ever been charged with or convicted of "driving while intoxicated" or "driving under the influence"? | <input type="checkbox"/> Yes <input type="checkbox"/> No |

If any questions 1-6 have been answered with "yes," please provide full details (dates, descriptions, amounts or other explanation) on separate sheet of paper if needed.

## Employee/Volunteer Background Investigation

### Disclosure Statement and Release Authorization

#### DISCLOSURE REGARDING CONSUMER REPORT AND/OR INVESTIGATIVE REPORT

Fort Wilderness Ministries may obtain information about you for employment purposes from a third party consumer reporting agency. As such, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, supervisors, or associates. These reports may contain information regarding your criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Further, you understand that information may be requested from various Federal, State, County and other agencies that maintain records concerning your past activities relating to your driving, criminal, civil, education, and other experiences.

You have the right, upon written request made within a reasonable period of time after receipt of this notice, to request whether a consumer report has been conducted about you, disclosure of the nature and scope of any investigative consumer report, and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your employment and/or education history. The scope of this notice and authorization is all-encompassing, however, allowing Fort Wilderness Ministries to obtain consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law, unless you otherwise revoke your consent by providing written notification to Fort Wilderness Ministries. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

The consumer and/or investigative consumer report(s) will be obtained from:

**PreSearch Background Services, Inc. 126 W. Bayfield St. "PO Box 332" Washburn, WI 54891 (800) 574-0394**

Additional Notices for particular states:

**California applicants or employees only:** By signing below, you also acknowledge receipt of A SUMMARY OF YOUR RIGHTS UNDER THE PROVISIONS OF CALIFORNIA CIVIL CODE §1786.22. Please check the appropriate box here if you would like to receive a copy of your investigative consumer report or consumer report at no charge.  Yes  No

**Minnesota and Oklahoma applicants or employees only:** Please check the appropriate box below if you would like to receive a copy of your consumer report free of charge.  Yes  No

**New York and Maine applicants or employees only:** You have the right to inspect and receive a copy of any investigative consumer report requested by Fort Wilderness Ministries by contacting the consumer reporting agency identified above directly. You may also contact Fort Wilderness Ministries to request the name, address and telephone number of the nearest unit of the consumer reporting agency designated to handle inquiries, which Fort Wilderness Ministries shall provide within 5 days.

**New York applicants or employees only:** Upon request, you will be informed whether or not a consumer report was requested by Fort Wilderness Ministries, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. By signing the authorization, you also acknowledge receipt of Article 23-A of the New York Correction Law.

**Oregon applicants or employees only:** Information describing your rights under federal and Oregon law regarding consumer identity theft protection, the storage and disposal of your credit information, and remedies available should you suspect or find that Fort Wilderness Ministries has not maintained secured records is available to you upon request.

**Washington State applicants or employees only:** You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

### Release Authorization

I acknowledge receipt of the DISCLOSURE REGARDING CONSUMER AND/OR INVESTIGATIVE REPORT above and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT

([http://presearchus.com/images/Summary\\_of\\_Your\\_Rights\\_Under\\_the\\_FCRA\\_1-1-2013\\_.pdf](http://presearchus.com/images/Summary_of_Your_Rights_Under_the_FCRA_1-1-2013_.pdf))\* and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by the Company at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, local, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by **PreSearch Background Services, Inc, (800) 574-0394, www.presearchus.com**, another outside organization acting on behalf of Fort Wilderness Ministries, and/or Fort Wilderness Ministries itself. **I understand that by signing my name below, that I am signing the Authorization form directing the background check as described above, and I certify that:**

- I have received the Disclosure Regarding Consumer and/or Investigative Report, have read and received the Summary of Your Rights, and if a California resident/applicant, the A Summary of Your Rights Under the Provisions of California Civil Code §1786.22.
- I understand that my signature now and throughout this process will be binding. Additionally, notices, documents, and communications may be provided electronically and will meet the requirements set forth under Federal and/or State law, as permitted by law. I agree that a facsimile ("fax"), electronic or printout of this authorization may be accepted with the same authority as the original.

**The purpose of this release form is to notify you that a consumer report and/or investigative report will be compiled in the course of consideration for your employment service.**

**I acknowledge that I have received and have read this "Disclosure Statement and Release Authorization"**

**I have also received a copy of "A Summary of Your Rights Under the Fair Credit Reporting Act" at [http://presearchus.com/images/Summary\\_of\\_Your\\_Rights\\_Under\\_the\\_FCRA\\_1-1-2013\\_.pdf](http://presearchus.com/images/Summary_of_Your_Rights_Under_the_FCRA_1-1-2013_.pdf) \*.**

\*If you wish to have a printed copy of these terms please contact Fort Wilderness Ministries.

Applicant Signature: \_\_\_\_\_ Today's Date \_\_\_\_\_

<p><b>Office Use Only (Driver Screening)</b></p> <p><b>Driver</b>   <input type="checkbox"/> <b>Primary</b>   <input type="checkbox"/> <b>Secondary Driver</b></p> <p><b>Driver permitted to operate</b> _____</p> <p><b>Age</b> _____   <b>Position</b> _____</p> <p><input type="checkbox"/> <b>Approved</b>   <input type="checkbox"/> <b>Not Approved</b></p> <p><b>Authorizing Staff Signature</b> _____</p>	<p><b>Office Use Only (Bkgd Ck)</b></p> <p>_____</p> <p><b>Entry Date</b></p> <p>_____</p> <p><b>Report Number</b></p> <p>_____</p> <p><b>Report Entered By</b></p> <p>_____</p> <p><b>Authorizing Staff Signature</b></p> <p>_____</p>
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## Doctrinal Statement Fort Wilderness Ministries

We believe...

- A the Scriptures of the Old and New Testament are verbally inspired of God and are inerrant in the original writings. The Bible is the supreme and final authority in matters pertaining to faith and life.
- B there is one God, eternally existent in three co-equal persons, Father, Son and Holy Spirit.
- C in Jesus Christ, who is God the Son, became man, begotten of the Holy Spirit and born of the virgin Mary, and through eternity continues to be true God and true man.
- D that man was created by God in His image. He sinned and thereby incurred both physical and spiritual death. All men are born with a sinful nature and consequently are sinners in thought, word and deed.
- E the Lord Jesus Christ died for our sins according to the Scripture as a substitutionary sacrifice. All who believe in Him are saved on the grounds of His death and resurrection.
- F once saved, we cannot be lost; we are eternally secure in Christ.
- G the crucified body of our Lord was resurrected. He ascended into Heaven, and lives there as the High Priest and advocate before the Father.
- H that those who are born of the Spirit are to live the Christian life solely by the power of the indwelling Holy Spirit, according to the inspired Word of God.
- I that the Baptism of the Holy Spirit takes place at the time of conversion and is the act of placing the believer into the Body of Christ, but is not a second work of grace. It is different than the filling of the Holy Spirit, which is an ongoing process that may occur at any time in the believer's life.
- J that the true, living Church is composed of all regenerated believers and its supreme mission is to fulfill Christ's Great Commission in the preaching of the Gospel to all peoples, and to teach and disciple all believers. The mission is fulfilled through local churches composed of believers working together for this purpose.
- K that believers are to observe the ordinances of Baptism and the Lord's Supper. They are to unite in evangelical churches and to continue faithfully in this fellowship.
- L our Lord and Savior Jesus Christ will return to the earth personally, bodily, visibly, and gloriously and all believers should look for His premillennial coming, which is the "Blessed Hope" of the church.
- M that the bodies of the dead, both of the just and the unjust will be resurrected. The just shall be resurrected at His coming to enjoy everlasting blessedness in His presence and the unjust at the final judgment unto everlasting judgment and punishment.
- N it is desirable to cooperate with all groups who honor our Christ and who are true to the Word of God. Such cooperation must not lead to any entangling alliances or the joining of any pressure groups. We wish to be known as a conservative Christian organization and educational institution set for the teaching of the Word of God, the winning of the lost, and the training of Christian leadership.

This was accepted and ratified by the Board of Directors, Fort Wilderness Ministries on 4-10-94.





## **Core Values Fort Wilderness Ministries**

**PROTECTION OF MINORS:** We believe that, as a Christian ministry, we are responsible for the spiritual and physical well-being of the minors in our care and that we have a duty to properly instruct and diligently protect them. (Psalm 127:3-5; Matthew 10:42; Matthew 19:14).

**DIGNITY AND RESPECT:** We believe that every person must be afforded compassion, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the FWM.

**LOVE:** We believe that the greatest commandments are (1) to love God and (2) to love our neighbors as ourselves. (Matthew 22:36-40). We believe that we should demonstrate love toward fellow believers, those who are not believers, those who actively oppose us or our faith or doctrine, and those who engage in actions contrary to Biblical teaching. We believe that we should deal with those who oppose us graciously, gently, patiently and humbly. We believe that the Scriptures forbid the taking of revenge and the threat or use of violence as a means of resolving personal conflict or obtaining personal justice. (Matthew 5:44-48; Luke 6:31; John 13:34-35; Romans 12:9-10; Philippians 2:2-4). We also believe that love and truth complement rather than conflict with one another. (Ephesians 4:15).

**MARRIAGE, GENDER AND HUMAN SEXUALITY:** In accordance with our view of the Bible as the supreme and final authority on all matters pertaining to faith and life, we believe that marriage is the exclusive, covenant relationship between one man and one woman. We believe that marriage is an illustration of the relationship between Christ and the Church. Though sexual intimacy within the marriage relationship between one man and one woman is approved and even celebrated in scripture, we believe that any sexual intimacy outside of this covenant relationship falls short of God's standard and is prohibited. Further, we believe that God created human beings in two distinct genders: male and female. We believe any attempts to alter or change one's birth gender fall short of God's standards and are prohibited. (Gen. 2:24; Gen. 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1:26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Heb. 13:4).

**STATEMENT OF FINAL AUTHORITY:** The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of the Corporation's faith, doctrine, practice, policy, and discipline, our Board of Directors is the Corporation's final interpretive authority on the Bible's meaning and application.

\*Please keep the Core Values and Statement of Faith for your reference.



# TruNorth RA Qualifications & Guidelines

***y applying for TruNorth RA, you are agreeing you meet these qualifications and agree to follow these guidelines with a willing spirit***

**Accountable to:** TruNorth Director

## Qualifications for TruNorth RAs:

- A genuine **desire** to grow closer to God
- Desire to **impact** other people for His Kingdom
- A willingness to **serve** where needed with a positive attitude
- Is a growing Christian, committed both in spirit and practice
- Current and personal walk with God
- Valid Driver's License (preferred)
- Commit to the entire length of the TruNorth program
- Desire to work with permanent and volunteer staff during the year

## Skill Set

- Able to fulfill Fort's purpose using Fort's core values (relationship building, God's Word, adventure programs and the wilderness setting)
- Understands the time and culture we live in; has some life wisdom
- Can form natural relationships with 18-22 year olds
- Has a strong and evident walk with God
- Can be flexible in schedule; very dependable; team player; sensitive to people
- Can take instruction from and communicate with the TruNorth Director

## RA is responsible for

- Working to fulfill the purpose of TruNorth: *to clarify one's calling while contributing to the ministry of Fort Wilderness*
- Living with the same-gender TruNorth students and using daily situations to fulfill the purpose
- Investing time in each same-gender student regularly
- Communicating with TruNorth team regularly, especially when issues arise
- Hanging out with students during their free times: playing, eating, listening, etc.
- Serving campers in various capacities
- Cleaning and other odd jobs
- 1 or 2 specific year-long jobs per need and ability

## Benefits

- This position is a short-term staff role and goes for 8.5 months, approx. early September to mid May. He/she receives a bi-monthly paycheck on the 1<sup>st</sup> and 15<sup>th</sup> of each month, for a total of \$1305 (gross) per month. Room and board are included free of charge but no insurance or other benefits are included.

# Guidelines

These guidelines are to help serve our campers, as well as providing a safe and welcoming environment for you and the other students. Your willingness to cooperate with these guidelines is an essential part of being in TruNorth. These guidelines also help in our goal that while you are here, you strengthen your relationship with Jesus, and when you leave you are stronger and know Jesus more.

## Safety

- Activities that jeopardize the safety of others, including campers, other staff and yourself are not permitted
- No alcohol, tobacco and illegal drugs
- Dating is not allowed between TruNorth students and/or RAs during the program

## Work

- Work Hard, with a good attitude
- Complete assigned duties
- Encourage fellow workers and students
- Respect Supervisor and other authority

## Community

- Put others first, encouraging one another, serving one another and building each other up
- Cultivate real relationships with other students and staff members
- Be an active participant in the community you are living in, attending community activities and meetings
- Appropriate and modest attire both for girls and guys (no bikini's or other revealing clothing)

All of these are subject to change and interpretation by the TruNorth Director without written notification.



## CONFIDENTIAL REFERENCE FORM for TRUNORTH Resident Assistant

**Individual applying for TruNorth RA:** \_\_\_\_\_

The person named above is applying for the RA position in the TruNorth program at Fort Wilderness, a non-denominational Christian camp located in the Northwoods of Wisconsin (see us at [www.fortwilderness.com](http://www.fortwilderness.com)). We thank you for your time and your frank and objective appraisal, as this will help us serve and protect campers. We keep all information confidential unless you say otherwise. You do not need to share this reference with the applicant, though you are free to.

- I. Is this person a Christian?  Yes  No If yes, how long? \_\_\_\_\_ To the best of your knowledge, how is this person's current personal relationship with God?
- II. What strong traits do you see in this person?
- III. Understanding that all of us are human and that we will continue to struggle and grow during our time on earth, what weak points do you see in him/her?
- IV. Is there any question in your mind about this person's moral integrity? If yes, please comment on the back.
- V. Can you give an example where this person has demonstrated leadership ability?
- VI. Is there any reason we shouldn't accept him / her? If yes, please explain.
- VII. Please describe this person's work ethic (circle all that apply): lazy, diligent, resourceful, cooperative, complains, lacks discretion, initiates, helpful, generous, needs supervision, average, above average, below average, other:
- VIII. How well does this person respond to authority? Do you have a positive / negative example?
- IX. Do you have any concerns about this person's social or emotional wellbeing? If yes, please explain on the back.
- X. Our philosophy is that, "We desire for staff to impact others for the Kingdom of God and to become men and women who will continue to pursue God." How well does he/she fit this description?
- XI. How well do you know the applicant?  Very Well  Well  Casually
- XII. How long have you known the applicant and in what capacity?
- XIII. Knowing the applicant as you do, would you recommend we accept this person:  
 Not at all  Questionably  Willingly  Enthusiastically  
 Is this recommendation based on: \_\_\_\_\_ the contribution this person will make to camp  
 \_\_\_\_\_ the impact camp will have on him/her  
 \_\_\_\_\_ both of the above

Please feel free to use the backside for more comments or to list others (name, phone) who may know the applicant well. You may also contact the TruNorth Director, at 1-800-338-3678 or [justinols@fortwilderness.com](mailto:justinols@fortwilderness.com).

**Your name:** Printed: \_\_\_\_\_ Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Email: \_\_\_\_\_

When you have completed this form, please mail it directly to us at the following address, as soon as possible:

**TruNorth Program, Fort Wilderness, Box 715, McNaughton WI 54543-0715**



## CONFIDENTIAL REFERENCE FORM for TRUNORTH Resident Assistant

**Individual applying for TruNorth RA:** \_\_\_\_\_

The person named above is applying for the RA position in the TruNorth program at Fort Wilderness, a non-denominational Christian camp located in the Northwoods of Wisconsin (see us at [www.fortwilderness.com](http://www.fortwilderness.com)). We thank you for your time and your frank and objective appraisal, as this will help us serve and protect campers. We keep all information confidential unless you say otherwise. You do not need to share this reference with the applicant, though you are free to.

- I. Is this person a Christian?  Yes  No If yes, how long? \_\_\_\_\_ To the best of your knowledge, how is this person's current personal relationship with God?
- II. What strong traits do you see in this person?
- III. Understanding that all of us are human and that we will continue to struggle and grow during our time on earth, what weak points do you see in him/her?
- IV. Is there any question in your mind about this person's moral integrity? If yes, please comment on the back.
- V. Can you give an example where this person has demonstrated leadership ability?
- VI. Is there any reason we shouldn't accept him / her? If yes, please explain.
- VII. Please describe this person's work ethic (circle all that apply): lazy, diligent, resourceful, cooperative, complains, lacks discretion, initiates, helpful, generous, needs supervision, average, above average, below average, other:
- VIII. How well does this person respond to authority? Do you have a positive / negative example?
- IX. Do you have any concerns about this person's social or emotional wellbeing? If yes, please explain on the back.
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