

To: Potential 2008 Summer Staff
From: Lutherans Outdoors in South Dakota
RE: Summer Employment

Thank you for your interest in Lutherans Outdoors in South Dakota! Hundreds of young adults have found a summer at our camps to be one of those "best experiences" of their lives. Our staff members gain valuable experiences in training, learning to know themselves, growing in faith, developing their own gifts, and growing together in close Christian community. We encourage you to apply to become a part of the Lutherans Outdoors Family!

Lutherans Outdoors is a camping program of the Evangelical Lutheran Church in America and has as its leading banner the Gospel of redemption and forgiveness through Jesus Christ. The congregations which own and operate Lutherans Outdoors proclaim the Lutheran confessions as their understanding of the way that God has chosen to reveal Himself and to be active in the lives of people.

The staff of Lutherans Outdoors are called to be communicators of the Gospel through Christ-centered lives and the personal sharing of their faith. This ministry is one of faith cultivation and nurturing. Neo-pentecostal forms and expressions, while being very meaningful and significant in the devotional lives of many people, are not programmatic elements of this camping ministry.

The teaching and study of God's Word is the basis for the camping ministry of Lutherans Outdoors. The Gospel life style and Christian community concept inherent in these programs are the unique focus for the faith experience shared by campers and staff.

GENERAL QUALIFICATIONS AND RESPONSIBILITIES OF STAFF

General Qualifications of Lutherans Outdoors Staff:

- Emotional maturity.
- Sound, growing Christian faith.
- Willingness to serve instead of being served.
- Able to work with a group.
- Sound moral values based on Christian principles.
- Good understanding of Lutheran theology.
- Willing to promote the camping objectives of Lutherans Outdoors.
- Skills for the specific position desired.

General Responsibilities of Lutherans Outdoors Staff

1. Make sure that safety is of primary importance in all camp activities.
2. Prayerfully consider and act on the significant responsibility of being a Christian steward of human life, property, facilities and the opportunities to grow.
3. Reflect your own Christian life-style and seek to help campers affirm their relationship to Jesus Christ.
4. Aid in the development of the program in such a way that the faith of all campers and staff has an opportunity to grow.
5. Be an example of an adult Christian at all times.
6. Understand and carry out the philosophy of Lutherans Outdoors.
7. Participate actively in staff conferences, meetings and activities.
8. Maintain equipment, buildings and grounds in safe and clean conditions.
9. Carry out assigned duties to the best of one's ability.

THE APPLICATION PROCESS

1. Choose the camp best suited for your interests. Look at our literature, talk to your friends and decide which program interests you. Which age group do you prefer? Do you have horseback riding experience? Do you want to spend the summer on a lake? Do you prefer smaller or larger groups? If you are unsure, we would be glad to help you explore your options at your interview.

The period of employment is from late May through mid to late August, depending on the program you apply for and the letter of call you will receive if you are accepted.

2. Complete the application form. On the application there are spaces provided for you to list your preference of camps. Please number them in order of preference. Attach a recent photo to the application form (optional). Send reference forms and return envelopes to all three of your references. Return your application form, background check forms, and attached photo (optional) (within 5 days of your receipt of it) to the camp program of your choice. If an interview has been arranged in the near future, please hold the application until the interview. If not, please send it to the camp.
3. If at all possible, LO will arrange a personal interview with you following receipt of your application. This will be done during our regular travels throughout South Dakota and surrounding states. If distance makes a personal interview impractical, then we will either interview you by telephone or arrange for a friend of Lutherans Outdoors to interview you.

4. Following the interview process we make the first selection and notify people promptly whether they are accepted or not. If accepted, staff agreements are signed and staff policies are explained before signing. We try to do this quickly to allow those who are not selected to find other places to work. We also ask applicants to notify us immediately of any change prior to their signing of an agreement.
5. Next we begin a process of pre-camp mailings. These mailings sensitize all of our staff for what is ahead and also give concrete ways to plan and prepare for a great summer!

Again, we thank you for your interest in doing ministry with Lutherans Outdoors in South Dakota. If you should need additional information about the programs of Lutherans Outdoors, please feel free to write or call.

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