

New Life Ranch

Leadership Experience And Discipleship

A LEAD participant is a male or female college graduate who desires to spend 9 months in full-time ministry serving, learning, ministering, and growing. New Life Ranch's LEAD ministry will combine Biblical principles of discipleship with real life, hands-on ministry experience. Participants will be challenged and equipped to grow deeper in their relationship with Jesus Christ, as well as gain specific instruction and experience in different ministry areas that will help them gain practical skills to be more effective in life and vocational ministry.

The year will include activities such as Discipleship Groups (studying Spiritual Disciplines, Spiritual Leadership, and more), quiet times, group discussions, mentoring relationships, accountability, and an opportunity for life-mapping and working on a life mission/vision statement. In addition, adventure trips and LEAD nights out will be planned to help you grow as a team.

Throughout the year, you will serve many different groups that come to NLR; including children, teens, and adults. Occasionally you will work long hours; day after day during busy times of the year. However, other times will not be as demanding. Flexibility is the key for each LEAD participant. The program is as demanding as it is rewarding as you see your hard work pay off through service to others and seeing people's lives being changed. The program is about relationships; relationships between teammates, staff, campers, guests, and ultimately your relationship with Jesus Christ.

Direct Supervision:

All LEAD participants report to the Director of Ministries, who coordinates your schedule and guides you through your LEAD experience. This includes Discipleship group, life-mapping, LEAD nights out, specific ministry and camp training, and over all supervision while at NLR.

Ministry Areas:

Each LEAD participant will be responsible to a program staff coordinator in a related field of either Summer Camp, Guest Services, Community Ministries, or Outdoor Ministries. These coordinators will give you specific projects to work on while you are completing the LEAD experience. They will help guide you and lead you through their ministry, and allow you to have an incredible hand in their program. Many of these projects will be service in nature and many will be hands-on, affecting people's lives each and every day; again flexibility is key.

Each participant will also have the opportunity to serve in the Kitchen 1 to 2 times a month, be used on our Ropes Course during weekends and get the opportunity to teach labs and speak in chapels when we host Outdoor Education groups. (This also includes getting trained in all these areas.)

Work Schedule and Time Off:

Each LEAD participant will be contracted from the middle of August, until the middle of May the following year. Generally, each participant will have one or two days off each week, and one weekend off each month. Each week's schedule can be different and may require long hours due to the craziness of the camp seasons. You will receive 5 paid vacation days along with; 6 paid holidays (Thanksgiving and the Friday after, Christmas Eve and day, New Year's Day, and Good Friday.) You will need to schedule your 5 vacation days 4 weeks in advance to give ample time for responsibilities to be covered.

Salary and Compensation:

Each LEAD participant will be provided housing and meals (whenever meals are being served in the Dining Hall); you will be paid \$500 a month, and you will also be able to raise personal support like our full-time missionary staff. You will be responsible for your own health insurance, although NLR can help you find a provider. NLR will also provide all the necessary resource materials during your year of ministry.

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Photo optional:

But visualizing you
will make our
communication more
personal.

Please fill-out and return to :
NLR / Scott Shaw
160 New Life Ranch Dr.
Colcord, OK 74338

Personal Information

Name: _____ M / F Current Age _____ School Phone # _____
 School Address _____ City _____ State _____ Zip _____
 Email _____ School Name _____
 Date through which address is good _____
 Permanent Address _____ City _____ State _____ Zip _____
 Home Phone # _____ Social Security # _____
 Date Of Birth ____ / ____ / ____ Shirt Size _____
 Parents Names _____ Phone #'s (H) _____ (W) _____
 In case of emergency, notify (beside parents) _____
 Relationship to you _____ Phone _____
 Have you ever been charged with, convicted of, or pleaded guilty to a misdemeanor, felony crime, or anything related to
 child abuse? _____ If yes, please explain _____
 Is there anything now or in the past which would hinder your ability to work with and minister to youth at NLR? _____
 If yes, please explain _____

Educational Background

School Name	Dates Attended	Diplomas, Awards, Honors
High School _____		
College _____		
College _____		
Other _____		

Employment Experience

(Please begin with your most recent or present position.)

Employer	Phone #	Position
1. _____		
2. _____		
3. _____		

Christian Experience

Please answer parts I - III on a typed separate sheet of paper—please be concise!

Part I: What are your beliefs about the following:

- Jesus Christ
- The Bible
- Salvation
- Holy Spirit
- Heaven / Hell
- Evangelism

Part II: Spiritual Autobiography

Please give us a spiritual autobiography explaining the date and circumstances under which you became a Christian. How have you grown since your conversion and what have been your biggest challenges?

Part III: Getting to know you!

1. How did you hear about New Life Ranch, and what do you know about NLR?
2. What type of work do you really enjoy, or find fulfilling?
3. What ministries or jobs have prepared you for camping ministry and do you feel as if God is calling you to do it fulltime?
4. If a young person asks you why they need salvation and how to become a Christian, what would you say?
5. What is your philosophy of ministry? In other words, what do you think works and what doesn't?
6. What would say is the key to servant leadership? How is it demonstrated; what does it look like?
7. Why do you want to be a part of NLR's **L.E.A.D** ministry? What would be some goals during your time of ministry at NLR?
8. Which area of ministry in the **L.E.A.D** program excites you most? Why is that? If you're not sure that's okay.
9. Where do you stand on these issues: alcohol, drugs, homosexuality, and premarital sex? Have you been involved in any of these areas and how long ago was it?
10. Do you have any financial debt? If so how much and for what? Are you willing to raise financial support? If no, why not?

Health Information

(This is confidential information and will be guarded as such!)

Please answer the following questions so we can better evaluate your application:

To your knowledge are you in good health? _____ When was your last physical exam? _____
What was the general result? _____

Have you been hospitalized or under a doctor's care in the last two years? _____ If yes, give details: _____

Are you given to mental depression? _____ Anxiety? _____ Moodiness? _____

If so, please explain causes, length of time, and remedies. _____

Do you consider yourself energetic? _____ Do you have lots of stamina? _____

Do you have any physical, mental, or emotional limitations caused by birth, sickness, or accident? _____

If yes, please explain. (Employment will not be refused because of limitation unless it would hinder you from fulfilling job requirements. Our knowledge of a handicap will help us properly place you.) _____

Do you regularly use any medication (including over the counter medication)? _____ If yes, please state when, what type of drug and if you have any physical or mental problems as a result. _____

To protect applicants from possible danger to themselves; are you known to be a sleep walker? _____

** If you are selected for L.E.A.D, you are obligated to inform the NLR Director of Ministries of anything that may change your answers to the above questions between now and the end of your employment.

1. Please give a reference form to an adult who knows you well in each of the categories listed below. Include your name and the position you are applying for on each form.
2. With the reference form, provide a stamped envelope addressed to : NLR/Scott Shaw, 160 New Life Ranch Rd. Colcord, OK 74338. Applications will not be processed until both references have been received.

Christian Worker:

Name _____ Position _____ Phone _____

Address _____ City _____ State _____ Zip _____

Employer:

Name _____ Position _____ Phone _____

Address _____ City _____ State _____ Zip _____

I give New Life Ranch permission to contact the above references:

Applicant's Signature _____ Date _____

New Life Ranch Articles of Faith

(All staff must be in agreement!)

- A belief in the scriptures of the Old and New Testament as the inspired Word of God and inerrant in the original writing, and that they are the supreme and final authority in faith and life. (II Tim. 3:16-17; II Peter 1:20-21; Matt. 5:18; John 16:12-13)
- A belief in one God eternally existing in three persons: Father, Son, and Holy Spirit. (Deut. 6:4; II Cor. 13:14)
- A belief that Jesus Christ was begotten of the Holy Spirit and born of Mary, a virgin and a descendant of David. (John 1:1-2, 14; Luke 1:35)
- A belief that man was created in the image of God; that he sinned and thereby incurred not only physical death but also spiritual death which is separation from fellowship with God; that all human beings are born with a sinful nature, and in the case of those who reach the age of responsibility, become sinners in thought, word, or deed. (Gen. 1:26-27; Rom. 3:22-23, 5:12)
- A belief that the Lord Jesus Christ died for our sins according to the Scriptures as our representative and substitutionary sacrifice, and that all who believe in Him and accept Him are justified on the grounds of His shed blood. (Rom. 3:24-25; I Peter 2:24; Eph. 1:7; I Cor. 15:1-3)
- A belief in the resurrection of the crucified body of our Lord and His ascension into Heaven, and that He is there at the right hand of God as our High Priest and Advocate. (Acts 1:9-10; Heb. 7:25; Rom. 8:35; I John 2:1-2; I Peter 1:3-5)
- A belief in that blessed hope—the personal and imminent return of our Lord and Savior Jesus Christ, and that He will set up His Kingdom on earth.
- A belief that all those who in faith accept the Lord Jesus Christ are born again of the Holy Spirit and thereby become children of God. (John 16:8-11; II Cor. 3:6; I Cor. 12:12-14; Romans 8:9; Eph. 1:13-14; John 16:13; I John 2:20,27)
- A belief in the bodily resurrection of the just and unjust; the everlasting blessedness of the saved and the everlasting punishment of the lost. (Matt. 25:46; John 5:28-29; John 11:25-26; Rev. 20:5-6, 12-13; Luke 23:43; Phil. 1:23, 3:21; I Thess. 4:16-17)

I am in agreement with the New Life Ranch Articles of Faith:

Signature: _____ Date: _____

Cultural Gray Areas

NEW LIFE RANCH BYLAWS:

All employees shall be selected only from those of exemplary conduct and language and be active believers in the faith and practice of the Corporation.

There are cultural issues that should be addressed continually by Christians and ministries. Over the past 40 years these cultural issues have included: girls wearing pants, guys and girls wearing shorts, guys having long hair, guys or girls having tattoos, and guys or girls having pierced jewelry in various body parts. Many times Christians have differences of opinions whether these issues are cultural issues or biblical issues relating to conformity to the world. (Rom. 12:2)

When dealing with these issues, NLR staff should consider the following:

- The primary consideration for staff is the condition of the heart. (Rom. 14:17)
- A person's dress and physical condition can be a reflection of the heart. (Rom. 14:15-21)
- This is more of an issue of staff dress rather than camper dress. We will not make an issue of camper's dress as long as it is not immodest or anti-God. (Rom. 14:12-13)
- NLR staff are considered to be teachers of the Word of God and are held to a high standard. (Jam. 3:1)
- NLR staff are considered to be role models for our campers to emulate. (I Cor. 11:1; I Thess. 1:6-7; Rom. 14:21; Luke 6:40)
- Because we serve a conservative clientele and desire our staff to be role models, NLR staff should be slow to accept any controversial practices of the day. Therefore, it is New Life Ranch policy to minimize the presence of any potentially offensive or point of stumbling block (Rom. 14:13; 17-19) in order to ensure the most effective ministry possible.
- When there is a question that is difficult to discern, the Executive Director should be called upon to make the final decision.

With all the above mentioned in mind, NLR currently has a policy of not allowing staff members to wear pierced jewelry other than earrings for women while employed by NLR, as it may be a stumbling block to others.

I am in agreement with New Life Ranch's Cultural Gray Areas Policy:

Signature: _____ Date: _____

Verification

As consideration for the above named supervisor's agreement to consider my application, I hereby authorize him/her to engage in background checks regarding any and all statements I have made on this application and, further, to obtain any other information regarding my previous employment, my veracity, my skills and/or abilities which the above named supervisor may deem relevant.

I authorize any reference listed in this application to give any information (including opinions) that he/she may have regarding my aptitude for pre-adolescent or youth work. In consideration of the receipt and evaluation of this application by NLR, I hereby release any reference from any and all liability for damages of whatever kind of nature which may at any time result to me, my heirs, or family, on account of compliance or any attempts to comply, with this authorization. I waive any rights I may have to inspect any information provided about me by any reference in this application. I further state that I have carefully read the foregoing release and know the contents thereof and sign this release as my own free act.

Signature: _____ Date: _____

Please comment on the applicant's spiritual life.

I recommend _____ do not recommend _____ accepting the applicant. (Check One)

What specific reason would you give for accepting or not accepting the applicant?

I expect the applicant's work to be (circle one):

SUPERIOR GOOD AVERAGE POOR

Would you want the applicant to be your child's counselor at camp? Why or why not?

Signature of Reference Person _____

Position _____ Date _____ Phone _____

Address _____

City _____ State _____ Zip _____

E-mail _____

*** Thank you so much for filling out this reference form. It is very important to us that we have quality people to work with the campers and adult guests that come to New Life Ranch.*

If you have any questions please call Scott Shaw at 918-422-5506 x.107 or email him at scott@newliferanch.com.

Thanks again for your help!