



## Bambi Lake Retreat and Conference Center

3468 E Robinson Lake Rd. Roscommon, MI 48653

(989) 275-5844 | [admin@bambilake.org](mailto:admin@bambilake.org) | [www.bambilake.org](http://www.bambilake.org)

## 2026 Summer CSM Application

Bambi Lake is excited to offer a program tied closely with our current summer program: The Camp Student Missionary Program. The CSM program offers participants experience in all the different areas of camp ministry as well as give young Christians a look at some of the beginning phases on what missions work can look like. The purpose of the CSM program is to further develop servant's hearts in young men and women and equip them with various skills that will be beneficial to the camp program as well as disciple them in a way that will foster Christian growth and a heart for ministry. We consider participating in this program a serious commitment - a short-term, summer missions trip! If you that God is leading toward Camp Ministry, Youth Ministry, Pastoral Ministry, Missions work or even church leadership the this experience may be tailored to you. So, if you feel this is something you would like to commit, and feel The Holy Spirit leading you to participate, Then read through this information carefully, have your parents do the same, then discuss it and pray about it together. If it's the right decision for you, then complete this application and submit it right away. Positions fill up fast.

**Whatever you do, work heartily, as for the Lord and not for men, - Colossians 3:23**

### Our Mission Statement

Bambi Lake exists to create a unique environment separate from the world that fosters and facilitates seeking the Lord as one's savior, connecting with the Lord on a deeper level, finding the Lord's peace and rest and equipping others to provide the same.

### Our Vision Verse

"I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship."

*Romans 12:1*

### Our Motto

*Igniting Faith, Building Fellowship, Serving Others*

### Our Statement of Faith

#### The Holy Scriptures

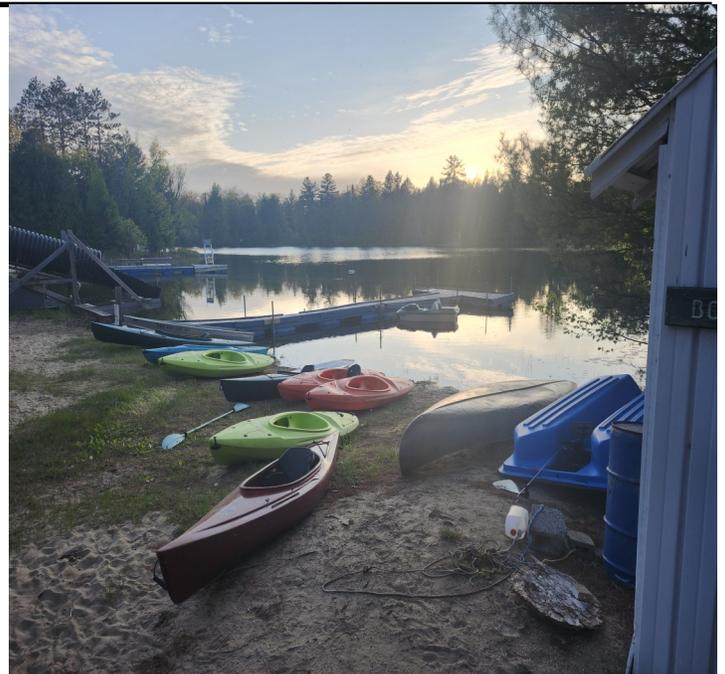
We believe that the Scriptures of the Old and New Testaments are the inspired Word of God, infallible in the original writings, the only written revelation of God to man, and the only divinely authorized standard of Christian faith and practice.

#### The Trinity

We believe that the Godhead eternally exists in three persons: the Father, the Son and the Holy Spirit; that these are one God, having precisely the same nature, attributes and perfections.

#### The Person and Work of Christ

We believe that the Lord Jesus Christ, having been conceived by the Holy Spirit and born of the Virgin Mary, has provided atonement through His shed blood and substitutionary death; in Christ's bodily resurrection and ascension, and His present intercessory work; in the imminent return of Christ.



# Our Statement of Faith - Continued

## The Person and Fall of Man

We believe in the free choice of man, his fallen state and the necessity of his regeneration by the Holy Spirit and of the individual's new birth through faith in the Lord Jesus Christ.

## The Eternal State

We believe the repentant, having accepted Christ and having been separated from the physical body shall live eternally with God. As for the unrepentant, they shall live in a state of eternal, tormenting, separation from God.

## Ordinances

We believe that two ordinances of Scripture are water baptism and the Lord's Supper.

## Gender & Marriage

We believe that God wonderfully and immutably created each person as male or female, and that these two, distinct, complementary genders together reflect the image and nature of God. We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union.

## Sanctity of Human Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps. 139)

For a more complete version of our Statement of Faith please refer to the Baptist Faith and Message. <https://bfm.sbc.net/>

## Program Basics

As a CSM, you will have the opportunity to grow in your knowledge of different life-skills as you assist our managers and interns. You will have involvement in food service, maintenance, dishwashing, program assistance and photo and video capture. Each week, you will have a specific ministry focus which includes a different set of responsibilities. You will also grow in your knowledge of biblical principles specifically geared toward the program through in-depth Bible study, prayer, journaling and small group discussion. Included with this information packet is an application for admission into the CSM program. When a completed application is returned to Bambi Lake, it will be reviewed by camp leadership and considered for acceptance. Three references are also required. Each reference form must be mailed or emailed **separately** by your reference before an application is considered complete. Applicants will receive notification on or before April 1st. Do not go forward in acquiring financial/prayer support unless you have been accepted into the program. Spaces are limited to four males and four females.



## YSL Objectives & Goals

- Cultivate an intimate relationship with God
- Study specific examples of Christ's servanthood
- Emulate servanthood at camp
- Build a solid work ethic
- Apply godly leadership principles to everyday life



## YSL Responsibilities

- Hospitality
- Assisting camp leadership
- Dishwashing and food service tasks
- Housekeeping and restock of supplies
- Maintenance projects
- Game set-up & tear down
- Photo and video capture
- Interacting with campers and showing God's love!

## Financial Support

Because Bambi Lake views the CSM program as a *short-term missionary opportunity* for its participants. We see this as an opportunity to understand what most missionaries go through on a regular basis. **If accepted into the program**, you will be expected to raise financial support to help compensate your time here. The minimum amount recommended is \$800.<sup>00</sup> (\$100 for each week on camp) This is your money. *This amount covers extra food cost, weekend trips and activities, and gas money to and from home.* This money will be paid back to you as a pay check weekly. Any amount raised above and beyond the minimum expectation can be considered your missionary pay. Once you have been admitted into the program by the CSM Director, you will receive further information regarding specifics about financial support.

## Prayer Support

Even more important than financial support, is prayer support! As a CSM you will also need to secure at least ten different couples or individuals who will commit to pray for you throughout the summer camping season. Under the guidance of the CSM Director you will write each of your supporters a letter during the summer to inform them of prayer requests, praises and what you are learning!

## Participants in the YSL Program...

- Must be committed, born-again Christians who are at least 15 years of age and no older than 18. They should be involved in their local church, must demonstrate some level of spiritual maturity and a desire to grow and serve.
- Are considered minors and will be under the direct supervision of Bambi Lake. They will also be under the rules and regulations of Bambi Lake's staff manual and the Michigan State Department of Human Services' guidelines for summer camp staff. Though they are staff and are very vital to the ministry, there are certain regulations specific to minors that must be adhered to. For 18 year old YSLs, a criminal history check must be submitted to Camp Selah and deemed clear before employment is granted.
- Who drive themselves to camp must turn in their keys at the beginning of the Camp week to the CSM Director who will keep them until the end of that camp week. Any CSMs bringing cell phones must turn them in to the CSM Director as well. NO EXCEPTIONS. CSMs do not have golf-cart or camp vehicle privileges unless expressly requested by camp management and is only granted on a case by case basis.
- Must plan for time when camp is not in session, meals transportation and full supervision will NOT be provided. CSMs may go home during down times but must be back by the morning of the next camp. CSMs may also have visitors during non camp times. Free time begins after ALL work from the previous camp is finished and CSMs are dismissed by the CSM director, and ends at 8am the morning of the next scheduled camp. NO EXCEPTIONS.
- Must attend a **MANDATORY**, all-day orientation (10:00am - 5:00pm) on **Saturday, May 16th**, where they will receive pertinent information regarding their responsibilities for the summer.
- Are expected to make a full, 8-week commitment to Bambi Lake (Wednesday evening, June 10<sup>th</sup> to Tuesday, August 18<sup>th</sup>). If the full commitment cannot be made due to some sort of extenuating circumstance, contact the CSM Director. CSMs must be actively involved in the program each day; a lack of participation or an unwillingness to fully and correctly complete responsibilities may result in dismissal.



# CSM Discipline Policy

Though Bambi Lake does not propose to take the place of a parental figure to its CSMs, we do hold high standards for conduct. We consider our CSMs adults and you will be treated as such. Therefore, it is assumed that there will be tangible consequences for rules not adhered to that do and do not necessarily result in immediate dismissal. In the event of that a CSM blatantly disregards standard procedure, safety procedure, steals property of the camp, our guests or fellow staff or acts in a way that is harmful to the camps testimony, the camp reserves the right to immediately dismiss staff. For lesser offences such as insubordination, or failing to take ones duties, actions and responsibilities seriously, or other corrective action deemed necessary by camp management, the following policy will be strictly enforced;

- 1<sup>st</sup> offense, verbal warning.
- 2<sup>nd</sup> offense, meeting with the Camp Director and phone-call to parents.
- 3<sup>rd</sup> offense, dismissal.

CSMs are expected to conduct themselves at all times, both at camp and away from camp, in a way that will be a credit to themselves, the camp, and most of all, to Jesus Christ. Bambi Lake **highly discourages** staff relationships during camp. No fraternization of **any kind** is allowed between CSMs and campers. Alone time with boyfriend or girlfriend visitors will also not be allowed. Violation of these rules will result in immediate dismissal.

**Bambi Lake staff members willingly hold themselves to a higher standard during the summer season, so as to keep the focus on honoring and glorifying God in all things, at all times.**

## YSL Myths Dispelled

### THE YSL PROGRAM...

**...is NOT designed** to turn a lump of coal into a diamond. *(In other words, it will not turn you into a mature Christian overnight!)* It **IS** designed to take a rock, chip off the rough edges, and form a good foundation stone for this, or any, ministry.

*"...you are no longer foreigners and strangers, but fellow citizens with God's people and also members of his household, built on the foundation of the apostles and prophets, with Christ Jesus himself as the chief cornerstone. In him the whole building is joined together and rises to become a holy temple in the Lord. And in him you too are being built together to become a dwelling in which God lives by his Spirit."* Ephesians 2:19-22

**...is NOT a ticket** to hangout time at camp all summer. It **IS** going to be physically, emotionally and spiritually challenging!

*"Consider it pure joy, my brothers, when you face trials of many kinds, because you know that the testing of your faith develops perseverance. Perseverance must finish its work so that you may be mature and complete, not lacking anything."* James 1:2&3

**...is NOT your badge** of authority at Camp Selah. It **IS** the entrusting of important responsibilities to you as a fellow servant of God.

*"He must become greater. I must become less."* John 3:30

## YSL Myths Dispelled - continued

...is **NOT the solution** to getting all of the “dirty work” done around camp. It **IS** a correct picture of the great importance of every part of ministry and, ultimately, the body of Christ.

*“Do everything without complaining or arguing, so that you may become blameless and pure, children of God without fault in a crooked and depraved generation, in which you shine like stars in the universe as you hold out the word of life...”* Philippians 2:14-16

...is **NOT just a summer job**. It **IS** a short-term missions commitment and an opportunity to become more devoted to Christ through serving Him.

*“Each one of you should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms. If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides...”* 1 Peter 4:10&11

...is **NOT for the half-hearted**. It **IS** for those who are serious about growing spiritually and working hard while worshiping the Lord.

*“And we pray this in order that you may live a life worthy of the Lord and may please him in every way: bearing fruit in every good work, growing in the knowledge of God, being strengthened with all power according to his glorious might so that you may have great endurance and patience, and joyfully giving thanks to the Father...”* Col 1:10-12

## You will have responsibility—not authority.

Summer Interns are role models and the campers and their children watch your every move. Your actions can either steer campers closer to Christ or push them away.

## Thank You

### Thank You

Thank you for considering spending your summer serving at Bambi Lake.

### Next Steps

The application starts on the next page. Please fill it out in its entirety. When complete, mail your application to the physical or Email address found on the last page of the application.

### References

We require three reference from each applicant. There is no need to have anyone write a recommendation. There are reference forms included in this packet. Please deliver one reference form to each of your references and instruct them to simply follow the directions. **(Pages 7-12)**

### Questions

Please feel free to contact Bambi Lake with any questions about the application. You will be contacted if you are chosen for an interview.

**Good Luck! See you at Bambi!**

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## General Information

Name \_\_\_\_\_ Sex **M** or **F**

Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ ZIP \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Birthdate \_\_\_\_\_ Email \_\_\_\_\_

College attending \_\_\_\_\_

Year \_\_\_\_\_ Major \_\_\_\_\_

Are you able to commit to June 10 – Aug 18? \_\_\_\_\_

Please circle your T-shirt size: S M L XL XXL XXXL

Please attach a recent  
photo of yourself.

How would you rate yourself as a swimmer?  Non  Fair  Good

Do you have any current lifeguard certification?  Yes  No If yes, explain: \_\_\_\_\_

Bambi Lake will provide funding for lifeguard certification. Do you have any interest in receiving this certification?  Yes  No - If yes, what is your availability? \_\_\_\_\_

## Church Information

Current Home Church \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_ Pastor \_\_\_\_\_

How long have you attended? \_\_\_\_\_

## Health & Safety Information

List any current infectious diseases and any physical, mental or emotional impairment that may interfere with your responsibilities as a Summer Intern: \_\_\_\_\_

List all current medications, including dosage and frequency: \_\_\_\_\_

In case of emergency, please notify: Name \_\_\_\_\_ Phone ( ) \_\_\_\_\_

As required by the State of Michigan Department of Social Services, have you ever been convicted of an offense other than minor traffic violations? **[circle] Y or N** If yes, please provide details of conviction on a separate piece of paper including date, type and resolution.

## Reference Information

Employer \_\_\_\_\_ Phone( ) \_\_\_\_\_

Non-family member \_\_\_\_\_ Phone( ) \_\_\_\_\_

Pastor \_\_\_\_\_ Phone( ) \_\_\_\_\_

**(Three completed reference forms must be mailed or emailed in separately by the reference!)**

**"Reference Forms" are included in this application - (Pages 7-12)**

## Previous Employment Information

Employer \_\_\_\_\_ Job Title \_\_\_\_\_

Work Performed \_\_\_\_\_ Reason for leaving \_\_\_\_\_

Employer \_\_\_\_\_ Job Title \_\_\_\_\_

Work Performed \_\_\_\_\_ Reason for leaving \_\_\_\_\_

## Interpersonal Information

Circle the phrase that best describes you.

- |   |                    |                     |
|---|--------------------|---------------------|
| 1. When working in groups, are you...     | A Leader?          | An assistant?       |
| 2. In an argument, do you...              | Get Defensive?     | Get quiet?          |
| 3. When it comes to work ethic, do you... | Motivate yourself? | Need motivation?    |
| 4. In stressful situations, do you...     | Shut down?         | Excel?              |
| 5. In front of a crowd, do you...         | Feel comfortable?  | Feel uncomfortable? |
| 6. In spiritual conversations, do you...  | Listen more?       | Share more?         |
| 7. Are you in your element when you're... | Being creative?    | Being competitive?  |

List the skills/talents you have that could benefit the ministry at Bambi Lake and that you would feel comfortable teaching others: \_\_\_\_\_

What are your three greatest strengths and your three greatest weaknesses?

## Parental Authorization

"I have read and fully understand all information in this application. **If** my child is accepted into the YSL program, I will assist them in acquiring financial and prayer support and ensure their transportation to and from Camp Selah throughout the summer. I give permission for the release of medical records in case of illness or injury and for the camp health officer to perform routine minor treatment. In the event that I cannot be reached, I hereby give permission to the physician selected by Camp Selah to give emergency medical or surgical treatment and routine non-surgical medical care. My child has \_\_\_\_\_ permission to be transported by camp staff members with a valid drivers license and proof of insurance (unless otherwise noted), engage in all camp activities (except as noted by me) and I authorize the use of photos/videos of my child in camp publicity."

Parent/Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_

## Certification

"I have read and fully understand all questions asked in this application. I certify that all answers given by me are accurate and complete. I understand that completion and/or execution of this application does not insure me a position, nor does it obligate the organization or myself in any way. I fully understand that the omission and/or misrepresentation of facts requested may be cause for immediate dismissal without prior notice. I am willing to submit to a physical examination if requested by the organization. I authorize the organization to request and obtain information concerning my previous employment, and contact the personal references listed herein. I fully authorize the Department of State Police, Central Records Division, State of Michigan, to conduct a criminal history file check by name and identifiers to determine the existence of any arrest resulting in conviction and furnish a response to the sponsoring organization and the Michigan Department of Social Services. I have read and fully agree to abide by Bambi Lake's mission, vision, motto and statement of faith. I have read and fully agree to the stipulations set forth in the CSM discipline policy and other personnel policies. **If accepted for service, I agree to abide by all rules and guidelines set forth by Bambi Lake Retreat and Conference Center. I have read, understand and agree to the above certification.**"

CSM Signature \_\_\_\_\_ Date \_\_\_\_\_



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## Camp Student Missionary Reference Form

Greetings,

An acquaintance of yours has recently applied for a CSM position at Bambi Lake Retreat and Conference Center and has given your name as a reference. We expect our CSMs to make a positive contribution to the moral and spiritual life of each person on camp while here. The strength of character, Christian testimony, and emotional maturity of a CSM is vitally important to the success of this ministry. We would appreciate any specific comments you might make which would help us determine the ability of the applicant to fill this position. All information will be held in strict confidence. **Please complete this entire form and return it to Bambi Lake at the address or email above.** Your full honesty is appreciated and necessary for us to obtain the highest quality CSMs for our campers. Thank you so much for your help! *Please use the back of this form for any additional comments that would help us better understand the applicant.*

Thomas Metz, Executive Director, Bambi Lake

### CSM Reference

CSM Name: \_\_\_\_\_

Reference Giver Name: \_\_\_\_\_

1] How long have you known the applicant? \_\_\_\_\_

2] In what capacity have you known the applicant? (friend, pastor, employer, etc.) \_\_\_\_\_

3] How well do you feel that you know the applicant?  very close     rather well     just casually

4] How does the applicant respond to authority? \_\_\_\_\_

5] How does the applicant respond to correction? \_\_\_\_\_

6] How does the applicant work with others? \_\_\_\_\_

7] Does the applicant have an inclination toward exclusive, absorbing friendships and/or relationships and crushes? \_\_\_\_\_

8] If you have (or had) a child of camper age(8-18), how would you feel having your child spend six days...

	positive	comfortable	not sure	concerned
...with the applicant as their counselor?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...with the applicant as a moral example?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...with the applicant as a spiritual leader?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>





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*Thomas Metz, Executive Director, Bambi Lake*

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