



Bambi Lake Retreat and Conference Center

3468 E Robinson Lake Rd. Roscommon, MI 48653

(989) 275-5844 | admin@bambilake.org | www.bambilake.org

2026 Summer Intern Application (Ages 18-30)

At Bambi Lake, the value of Summer Interns cannot be overstated. However, The value of spending your summer at Bambi Lake can't be either. For ministry minded college students looking for ministry experience or young Christians looking for discipleship toward church leadership, you can't beat the Bambi Lake experience. The unique ministry at Bambi Lake will give you experience in several areas of ministry including; children's ministry, youth ministry, worship, hospitality, audio visual, event planning, social media promotions, discipleship, team leading, men's ministry, women's ministry, family ministry and even disability ministry. Not to mention, the opportunity to see other unique ministries and how they serve Jesus. Our Summer Intern Program is NOT a vacation. It is a fully immersive training experience. Your time is rarely your own, and it will demand your all. It will be physically, mentally, relationally and emotionally exhausting, yet spiritually rewarding and fulfilling! We hope you prayerfully and humbly seek the Lord's guidance and direction for your summer and consider Bambi Lake for your summer internship opportunity.

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/>



Intern Discipline Policy

Though Bambi Lake does not propose to take the place of a parental figure to its Summer Interns, we do hold high standards for conduct. We consider our Summer Interns adults because you are. 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 a staff member 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;

- 1st offense, verbal warning.
- 2nd offense, deduction of pay for that week by 20%.
- 3rd offense, dismissal.

Personnel Policies

Duration of Employment:

Summer Interns are expected to make a full 8-week commitment to Bambi Lake (**Wednesday evening, June 10th to Tuesday, August 18th**); if the full commitment cannot be made due to extenuating circumstances, please indicate that in full detail along with this application.

Salary:

Summer Interns receive \$1000/month paid out twice a month for 8 weeks. (\$2500 Total)

Camper Letters:

Each Summer Intern will be expected to hand-write a short letter to anyone that they have served directly or each youth camper that they may be responsible for throughout the summer. These letters will be delivered after the summer season has ended. An example of this letter can be provided upon request.

Background Checks:

A Central Registry check (for any counselor over 18) and a criminal history check must be submitted to Bambi Lake and deemed cleared before employment is granted.

Time-Off:

One hour each day is reserved for personal free time. Weekend time-off will be granted as our schedule allows and after all cleaning responsibilities are completed and we are reset for the next camp. Several recreational outings will be scheduled on the weekends to help enrich your summer. The cost of these events will be covered by Bambi Lake. Souvenirs, snacks and other unplanned food or activities will be your financial responsibility.

Cell Phones:

Cell phone usage while actively serving a Camp or Retreat is not acceptable. It is recommended to only use cell phones during time off. Cell phones are not permitted in any lodging that belongs to a camper under the age of eighteen. During youth camps, all Interns acting as counselors will be required to turn phones into the Directors office. Cell phones may not be used as alarm clocks in rooms shared with non Summer Interns. Summer Interns may not allow CSMs or younger campers to use their cell phones for any reason.



Personnel Policies - Continued

Visitor Policy:

Any staff visitors are highly discouraged during the camp week, but welcome during days off as long as permission has been granted by the Camp Director.

Termination:

Employment may be terminated if the Camp Director determines that an employee must be immediately released from his/her duties due to gross misconduct. Employees 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 the Lord Jesus Christ. Bambi Lake highly discourages staff relationships during camp. **NO ROMANTIC RELATIONSHIPS OF ANY KIND IS ALLOWED BETWEEN STAFF AND CAMPERS.** Violation will result in immediate dismissal. 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.

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.

Thank You

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

- 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.
- We require three references 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)**
- 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!



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?

Essays

Answer the following questions on a separate piece of paper. These questions will help us better understand how you will respond as an authority figure and spiritual leader.

1. What led you to apply for this position?
2. What are the current dynamics of your family unit? How do you all interact?
3. Discuss your current relationship with Jesus and your growth over the past year.
4. From your perspective, what is servant leadership? And how might it differ from a worldly view of leadership?
5. Using several scripture passages, explain the Gospel of Jesus Christ.
6. If you have worked at Bambi Lake before, how much time did you spend cultivating staff friendships, as opposed to your main responsibilities? If you haven't worked here before, how do you see yourself balancing those two things?

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 staff 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.**"*

Signature _____ Date _____



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Summer Intern Reference Form

Greetings,

An acquaintance of yours has recently applied for a Summer Intern position at Bambi Lake Retreat and Conference Center and has given your name as a reference. We expect our Summer Interns to make a positive contribution to the moral and spiritual life of each camper entrusted to them. The strength of character, Christian testimony, and emotional maturity of our Summer Intern 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 Summer Interns 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

Summer Intern Reference

Summer Intern 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...

	<i>positive</i>	<i>comfortable</i>	<i>not sure</i>	<i>concerned</i>
...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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