



Ministry Staff Application 2026

Dear Potential Staff Member,

I'm so excited that you are considering being part of Haluwasa's Staff. Serving on our staff will be one of the most life-changing and memorable experiences you may ever have. Not only will you have the opportunity to share your faith, but you will witness God's love and faithfulness.

You will be part of something so big, it's almost unimaginable, part of a ministry team that has the awesome privilege of teaching children and teens about Jesus and helping them grow in their walk with the Lord. The experience will stretch you beyond your comfort zone and you will learn more about yourself and your own walk than you could ever foresee. You will see God touch the lives of everyone here. You will see His love as each day unfolds and most miraculously, you will see children transformed before your eyes as God touches their hearts.

If you find this possibility exciting and you have a genuine love and burden to see kids come to know Christ, then Haluwasa is the place for you.

A handwritten signature in black ink that reads "Lorie Nilson".

Lorie Nilson – Haluwasa Administrative Director

Thank you for your interest in applying to be part of the Camp Haluwasa Staff Ministry Team! As an important part of this team, you'll be able to spend time with boys and girls who will welcome your loving companionship and leadership while having the best ministry life here at camp!

You will enjoy a wide range of outdoor challenges and many other exciting camp activities throughout each day. Each staff member does their part to make camp successful, safe, and fun for all! **We need staff team members that want to serve God and make a BIG IMPACT on camper's lives, while having a great time.**

At Haluwasa you will learn how to grow in your faith and see God touch lives daily! As a vital part of our Staff Ministry Team, you will experience helping others, learn to face unique challenges, and work as a part of a team to make camp extra special.

If you would like to experience an exciting and highly rewarding ministry life and make a real spiritual impact on young people – then send in your completed staff application today! God Bless.

A handwritten signature in black ink that reads "Bill Ellwanger".

Bill Ellwanger
President & Camp Director
Haluwasa, Inc. (A Non-Profit Christian Ministry)

Haluwasa Ministry Staff Application

Today's Date _____ ☐ Full-Time ☐ Part-Time ☐ Other

First Name _____ M.I. _____ Last Name _____

Gender: ☐ Male ☐ Female Birth Date ____ - ____ - ____

Social Security # _____ Preferred Email _____

Home Address _____

City _____ State _____ Zip _____

Cell Phone # _____ Home Phone # _____

Primary Church _____

City/State _____

How long have you been attending this church? _____

Church Service Attendance: ☐ Once per month ☐ Twice per month ☐ Once per week or more

What experience have you had working with children/teens?

What salary amount and benefits are you seeking?

Educational Background

School _____ Last Grade Completed _____

College(s) _____ Current Year _____

Working Towards _____ Degree(s) Earned _____

Do you have any Bible Training or other education?

Work Experience

Please tell us about your current or last employment position:

Your past employment position before that?

Can you start right away or do you have any other commitments or planned trips?

Do you sell anything Online or do any side jobs?

Have you ever been employed by a ministry before?

What business/work certifications do you currently have or are working towards?

Special Qualifications and Certifications *These are not required for acceptance.*

Would you like to become a Red Cross Certified Lifeguard? ☐ Yes ☐ No

Do you presently hold a lifeguard certification? ☐ Yes ☐ No

If yes, please list the expiration date. ____ - ____ - ____

Please check any other medical certifications that you may have:

☐ EMT ☐ First Responder ☐ First Aid ☐ CPR ☐ Other _____

Are you certified in any other field/s (example archery, boating, etc.)?

Activities & Hobbies

Place a checkmark next to activities with which you have experience:

<input type="checkbox"/> Archery	<input type="checkbox"/> Basketball	<input type="checkbox"/> Boating	<input type="checkbox"/> Arts & Crafts
<input type="checkbox"/> Cooking	<input type="checkbox"/> Fishing	<input type="checkbox"/> Wilderness Training	<input type="checkbox"/> Horsemanship
<input type="checkbox"/> Field Games	<input type="checkbox"/> Rock Climbing/Belaying	<input type="checkbox"/> Singing/Worship	<input type="checkbox"/> Acting/Theater
<input type="checkbox"/> Bible Study	<input type="checkbox"/> Musical Instrument: _____	<input type="checkbox"/> Other _____	

Personal Background Information

Summarize your Personal Testimony: Explain when and how you became a Christian:

Summarize how your life has demonstrated evidence of a solid Christian walk:

List ministries have you been involved with previously and your responsibilities:

Do you have any pets (Cats, Dogs, Etc.)?

What has God been teaching you in the past year?

What Spiritual Gifts or Talents has God given you to do ministry service?

Do you feel comfortable sharing your faith with others?

Would you be willing to sacrifice your time to accomplish Haluwasa ministry goals?

How frequently have you read God's Word during the past 6 months? *Check one:*

☐ At least once per month ☐ At least once per week ☐ Several times per week ☐ Daily

How would you describe your spiritual walk during the past 6 months? *Check one:*

☐ Focused and right on target ☐ Strayed away but regaining now
☐ Focused but slipped a little ☐ Strayed away and need some help

Camp Haluwasa Doctrinal Statement

Being in full agreement with Haluwasa's ministry doctrinal position is very important for every staff member.

Haluwasa's theology could be defined as **"evangelical"** and a general explanation of our theological position as well as our position on some practical worship matters is provided below.

We consider the Bible to be God's Word and it is our only authority. We believe that individuals can read and understand the Bible with the help of the Holy Spirit and trust it as literal truth. We believe that Jesus is God's only-begotten Son. We believe that we are all born in sin and as a result, we are under the condemnation of eternal punishment and separation from a holy God. We believe that God loves us all and by His grace He has provided a merciful means by which we can obtain complete forgiveness of our sin and establish an eternal fellowship with Him.

We believe that Jesus came to earth to be our example and that He provided a once-and-for-all sacrifice for our sins by His death on the cross. We believe that a person must individually recognize their personal condition of being in sin, having absolutely no merit before God, and having a need for personal salvation. We believe the Bible teaches that when we place our personal belief, faith, and trust in Jesus as our personal Savior, we then become part of God's family, eternally secure with no possibility of future separation from Him. We believe that when we place our trust in Christ as our Savior, our life is immediately transformed by the indwelling of God's Holy Spirit, meaning we now have the power to live a life of faith and grace because God's Spirit is always within us.

We believe that as a result of our life having been redeemed (or purchased) by the blood of Christ on the cross, we become bond-servants of Jesus. As such we are commanded to reach out and share the Gospel message of Salvation with those within our sphere of influence and are challenged to live our life according to biblical principles until the moment when Jesus calls us to meet Him in our eternal home in Heaven.

While there are versions of the Bible we feel do not properly represent Holy Scripture, we recognize several versions including - but not limited to the KJV, NKJV, NIV, NAS, and others. For use in camper memory verses, we often use a trustworthy modern English translation so verses can be more easily understood by young people.

While we do recognize God's "gifts of the Spirit," we DO NOT believe that "speaking in tongues," "healing" and other "sign" gifts are operational today.

We believe that God wonderfully and immutably creates 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 activity is to occur exclusively within that union. We believe dating/courting is only to be between one man and one woman and follow God's perfect plan outlined in the Bible.**

☐ **I am in agreement with the above Doctrinal Statement and I agree not to teach anything to the contrary while on staff at Haluwasa.**

Applicant Signature: _____

☐ Or, I **DO NOT** agree with the Haluwasa Doctrinal Statement Above and have other beliefs of my own – please use a blank sheet to explain your beliefs that are different from our Doctrinal Statement.

References

Each reference must be 25 years or older and not a close friend or relative.

Personal Reference 1

Name _____ Email _____

How do you know this person? _____

Personal Reference 2

Name _____ Email _____

How do you know this person? _____

Pastoral Reference

Name _____ Email _____

***I hereby authorize the listed references to provide Haluwasa, Inc. with the information requested.
I release them from all liability for any issues incurred in the giving of this information.**

Applicant Name

Applicant Signature

Date

Substance Abuse Check Policy

As part of the employment process, I understand that Haluwasa will obtain investigative reports. These reports may include information regarding my credit worthiness and standing, my character, general reputation, personal characteristics, criminal record, or mode of living. I also understand and agree that, as a condition of my hiring and/or continued employment with Haluwasa, Inc., I may be tested for the presence of illegal drugs or other substances.

I hereby consent to the taking of blood and urine samples by Haluwasa, Inc. or its agents, for the purposes of the substance abuse and testing program. I further consent to the release of any test reports or such samples from the laboratory to Haluwasa, Inc. to the use of all such reports or other information in the assessment of my eligibility for my continued employment. I also consent for Haluwasa to administer an over-the-counter drug/or other substance test on camp at any time. I release and discharge Haluwasa, Inc., its director, officers, employees and agents from any liability arising from such test including the testing process and procedures and analysis and disclosure of results. ***If I should refuse to participate, I understand I will not be considered for employment or continued employment, as the case may be.*** I understand that Haluwasa, Inc. may terminate my employment at any time for violation of the Substance Abuse and testing policy for any reason consistent with Haluwasa policies.

I have read and agree to the Substance Abuse Check Policy above:

Applicant Name

Applicant Signature

Date

Parent Name (if Applicant is under 18)

Parent Signature

Date

Background Check Policy

I hereby authorize Haluwasa to request background checks from credit bureaus, court record repositories, departments of motor vehicles, past or present employers and educational institutions, business or personal references, police/sheriff's departments and any other source required to verify information that I have voluntarily supplied.

The following Consumer Reporting Agency will prepare the report: **First Advantage Background Services Corp, PO Box 403532, Atlanta, GA 30384-3532.**

During the application process and at any time during the tenure of my employment with Haluwasa, Inc., I hereby authorize First Advantage Background Services Corp, on behalf of Haluwasa, Inc., to procure a consumer report.

I have read and agree to the Background Check Policy above.

Applicant Name

Applicant Signature

Date

Applicant Background Questions

Have you used Alcohol, Tobacco or Non-Prescribed Drugs anytime in the past year?

☐ Yes ☐ No *(not necessarily a disqualification for acceptance)*

If yes, please provide specific details about exact types used, when used, and frequency of use and reasons for use. _____

Have you ever been accused, arrested, and/or convicted of child abuse or a sexual offense?

☐ Yes ☐ No

Have you ever been accused, arrested, and/or convicted of any type of crime?

☐ Yes ☐ No

Have you ever been diagnosed and/or treated for any mental or emotional condition?

☐ Yes ☐ No

Has your driver's license ever been suspended for any reason?

☐ Yes ☐ No

Have you ever been terminated from an employment situation or quit under threat of termination?

☐ Yes ☐ No

If you answered yes to any one of the five previous questions, please fully explain:

Special Physical/Mental Situations *(not necessarily a disqualification for acceptance)*

List all physical, or health limiting conditions/weakness you may have including those such as: diabetic condition, heart weakness, bad knee/s, ADHD, eating disorders, mental health, hearing or sight issues, etc.

Staff Ministry Team Shirts

Preferred T-Shirt Size:

☐ S ☐ M ☐ L ☐ XL ☐ 2XL ☐ 3XL

Applicant Questions or Special Requests:

****I hereby certify that the information provided in this application is true and complete to the best of my knowledge:**

Applicant Name

Applicant Signature

Date

Submitting Your Haluwasa Ministry Staff Application

Please review your application for accuracy before submitting it. You may mail, email, or fax it to:

Mailing Address:

Haluwasa, Inc.
ATTN: Bill Ellwanger
377 Ehrke Road
Hammonton, NJ 08037

Email:

bill@haluwasa.org

Fax:

(609) 561-8837

Questions? Please Email Bill Ellwanger: bill@haluwasa.org

**Thank you for applying to be a member of the
Camp Haluwasa Ministry Team!**

We will respond as soon as possible! God Bless.