

Dear Camp Gilead Returning Staff Applicant

Thank you for requesting a staff application! Enclosed you will find all you need to apply to be on Camp Gilead's 2010 Summer Staff. Please prayerfully consider the possibility of being on summer staff.

We are looking for individuals who are:

Followers of Jesus Christ and have a personal commitment to Him.

Actively involved and serving in their local church

Have a GPA of 2.5 or higher

Willing to be a team member dedicated to drawing young people as well as adults to faith in Jesus Christ as Savior and Lord, to strengthening Christians and to serving the church

Able to listen, respect authority and take responsibility for their actions

Willing to abide by camp policies and uphold guidelines set for staff

Summer Staff Employment Dates:

Program Staff: June 22 – August 21

High School Staff Leader: June 22 – August 21

Counseling Staff: June 27 – August 21

Dirtboard Instructors, Lifeguards & Assistant Cooks: June 27 – August 27

Day Camp Director: June 22 – July 10 & July 25 – August 20

Summer Staff Salary:

Entry level summer staff receive \$125 weekly.

Returning college staff will be paid in addition \$10 per year according to years of service.

Program Staff, HS Staff Leader & Day Camp Director Positions: \$175 weekly

Please feel free to call or email with any questions you might have! Thank you!

Kimberly Mallory

Camp Gilead Program Director

425-985-3326

Kimberly@campgilead.org

CAMP GILEAD * RETURNING STAFF APPLICATION

Please complete the following and send the COMPLETED application to:
Camp Gilead 30919 NE Carnation Farm Road Carnation WA 98014
FAX: 425.333.5311 email: campgilead@campgilead.org

Circle position applying for: *Program Staff *High School Staff Counselor *Counselor
*Assistant Cook *Lifeguard *Dirtboard Instructor * Day Camp Director

Name: _____ Social Sec #: _____

Present Address: _____
Address City State Zip

Permanent Address: _____
Address City State Zip

Current Phone: _____ Cell Phone: _____

Email: _____ Birthday: _____

Name of someone to contact in case of emergency: _____

Relationship to you: _____ Phone number: _____

Alternate phone numbers: _____

School currently attending: _____ Current GPA: _____

Year of Graduation: _____ Major: _____

Church you attend while at home: _____

Church currently attending (name/city/state) _____

References: Please send the attached reference forms to the following people listed.

Pastor: _____ Phone: _____

Teacher: _____ Phone: _____

Employer: _____ Phone: _____

Friend: _____ Phone: _____

Please list your two previous places of employment - beginning with the most recent:

Company Name: _____ Position: _____

Dates of employment: _____ Reason for leaving: _____

Name of Supervisor: _____ Phone number: _____

Company Name: _____ Position: _____

Dates of employment: _____ Reason for leaving: _____

Name of Supervisor: _____ Phone number: _____

Have you ever been convicted for other than a minor traffic violation? _____

If yes, please attach explanation.

Have you ever been convicted of child abuse, sexual abuse or any other crime in which a child was the victim? _____ If yes, please attach explanation.

Do you have any physical condition which would limit your capacity for the job applied for? Please describe the condition and explain work limitations.

*****PLEASE READ THE FOLLOWING CAREFULLY*****

I fully understand that Camp Gilead has certain regulations concerning matters of conduct, leave, safety, etc. If my application is accepted, I can be depended upon for complete cooperation. I further understand the importance of fulfilling the entire obligation of my work agreement. I will assist to the best of my ability in maintaining and further developing the Biblical emphasis, Christian values and attitude of service of Camp Gilead. All of the above information is true and accurate to the best of my knowledge.

I have read and agree with the Statement of Faith. Y_____ N_____ if no – please list reasons.

In the event of employment, I have read and agree to abide by all present and subsequently issued rules and policies of Camp Gilead.

Applicant's Signature _____ Date: _____

Returning Staff Application Questions

Please answer the following questions on a separate piece of paper.

- 1. What do you have to offer the position you are applying for?**
- 2. What was a spiritual lesson you learned in your summer(s) spent at Camp Gilead?**
- 3. What kinds of things would you like to do differently if ministering at Camp Gilead for another summer?**
- 4. Personal Testimony:** Please detail your personal salvation testimony including background, family or anything else that came into play in your salvation experience and how God is currently working in your life.

Please answer the following questions if applying for HS Staff Counselor or Program Staff

A: We are looking for Program Staff members that stood out in their positions because they went above and beyond the normal call of duty. Being a Program Staff member also requires one to go above and beyond what is normally expected of other staff members. *Please write a paragraph discussing what this might mean and how examples of how you went above and beyond in your summer of ministry at Gilead.*

B. A large portion of a Program Staffer's job is to hold others accountable in the area of spiritual discipline, camp policy and guidelines as well as personal conduct. How should this be Biblically carried out? Please provide Scriptural back up for your answer.

C. What character traits or qualities do you have that you think will be an asset to the position you are applying for. List examples of how you have used these in leadership positions in the past.

STATEMENT OF FAITH

Of Camp Gilead, Carnation WA

We believe the Bible to be the inspired, the only infallible, authoritative Word of God.

2 Timothy 3:15-17

We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit. *Matthew 28:19; Ephesians 6*

We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. *John 1:1-4; Matthew 1:23; Philippians 2:5-11; Hebrews 1:1-4 & 4:15; Acts 1:11 & 2:22-24; I Corinthians 15:3-4.*

We believe that, for the salvation of lost and sinful man, repentance of sin and faith in Jesus Christ results in regeneration by the Holy Spirit and that Jesus Christ is the only way of salvation. *Titus 3:4-7; Luke 24:46-47; Ephesians 2:8-9; John 14:6; Acts 4:12.*

We believe in the present ministry of the Holy Spirit whose indwelling enables the Christian to live a godly life. *Galatians 5:16-18; Romans 8:9.*

We believe in the resurrection of both the saved and the lost; the saved unto the resurrection of eternal life and the lost unto the resurrection of damnation and eternal punishment. *Revelation 20:11-15; I Corinthians 15:51-57.*

We believe in the spiritual unity of believers in our Lord Jesus Christ and that all true believers are members of His body, the Church. *Ephesians 1:22-23; I Corinthians 12:12, 27.*

We believe that the ministry of evangelism is a responsibility of both the church and each Christian. *Romans 10:9-15; Acts 1:8; Matthew 28:18-20; I Peter 3:15.*

We believe that our lives should be marked by the same sacrificial love that motivated Jesus. He loves us with an unconditional, self-sacrificing and unquenchable love. He calls us to aggressively forgive, to reach out beyond our comfort and to love without limits. *John 13:13-17; John 13:34; John 15:12,13; Romans 5:8; I Corinthians 13.*

Camp Gilead General Staff Policies

Attitudes:

- *a vivid concern for pleasing Christ
- *a realization that camp is for the campers
- *a servant type attitude

Cars:

- *Staff members without vehicles can carpool with other staff members for church, store runs and hours off.
- *HS staff may not drive with anyone else in the car.

Cell Phones:

*ALL summer staff owned cell phones must be turned INTO *YOUR BOX BEFORE BREAKFAST* on Monday morning and may be checked out during your hour off and turned back into your box at the end of your hour off. You may pick up your phone on Saturday morning after clean up is satisfactory.

*WALKIE TALKIES: will be used by Program Staff and Full Time Staff only. If you have one – please do not use it during the camp week.

Dress Code:

*Each staff member is to dress in harmony with the standards for the campers.

*Camp Gilead *Staff Dress Code*:

Guys – hair needs to be collar length or shorter, hairstyle should not draw attention to self, natural hair colors only.

No piercings. Pants need to worn such that all underwear is below pants line. Boxers and underwear should not be seen.

Girls: No piercings. Appropriate ear piercings will be allowed and will be determined on a case by case basis.

Sleeveless tops must cover all straps.

No spaghetti strap tank tops.

Shirts should be long enough so that when you raise your arms, your tummy doesn't show.

Shorts – when standing, fingers should be touching bottom of shorts

Skirts – kneel on ground, if skirt touches top of calves – you're okay!

Nothing under your pants/shorts should be showing

One piece swimsuits only – no tankinis.

*Mealtimes – Girls: no swimsuits Guys: no sleeveless shirts

*Lifeguards must be in their swimsuits at all times they are on duty. They may wear sweats over their swimsuits if cooler weather is present. Shoes should be easily removed.

*Shoes are to be worn on the grounds at all times for safety purposes.

Laundry:

*Girl's dorm laundry is available for girls only during the week. Guys will not be allowed in the laundry room in any circumstances. Coin operated machines are available in Duvall (10-15 minutes away).

*Kitchen machines available on weekends and through coordination from Head Cook. Do not leave clothes unattended.

*No laundry is available for camper use (except for emergencies). In an emergency please see Program Staff.

Leaving the camp:

*any camper or staff member who needs to leave the grounds for the purpose of an athletic event, wedding, medical appointment, or some type of emergency must secure permission from the Camp Director.

Mail:

You may receive mail at the following addresses:

30919 NE Carnation Farm Road Carnation WA 98014

email: camper_staff@campgilead.org

fax: 425-333-5311

*All mail will be delivered to your mailbox inside Kimberly's office. Any package larger than your mailbox will be delivered to you during mail call.

*You will not have access to a computer for email while at camp. There is a local library in town that has computer access that you may use on your hour off.

Pop's Inn:

- *Staff is expected to pay for all items when taken, no credit is extended.
- *Start a weekly account with the campers
- *Staff discounted price list will be posted in Pop's Inn.

Radios and CD Players:

- *Since we want to encourage individual creativity, reflection on God's Word and work, and the developing of interpersonal relationships, do not use radios and tapes during the camp week even if they are Christian.
- *If you have brought a CD Player to camp for weekend use, please put it out of sight for the camp week. This includes support staff as well. If this becomes a problem – your CD player will be taken and returned to you at the end of the summer..

Staff Curfew:

- ALL staff to cabins at same time as campers.

Staff Dating:

*DATING will be described as follows: Spending more than 2 minutes extensively with one person. This can and will be an issue during the romantic days of summer camp. It becomes an extremely distracting issue when dealt with on an immature basis. Please be aware and regard the following guidelines.

- *ABSOLUTELY No dating between the college age and high school age staff members.

Program Staff as well as Full Time Staff have been instructed to watch for this extensively. This can be a major distraction to all parties involved and will not be tolerated. Failure to abide by this will be cause for dismissal.

*The camp approves of dating interest among college age staff members if the motives and conduct are wholesome and becoming to a Christian testimony. The general guide is to conduct yourself in such a way that the campers have to "guess" about whether you are dating.

- *HS staff dating is not allowed.

*Staff and non-staff: weekends only, no extensive visiting during camp week.

*Camper/Counselor Dating is not allowed. Guy counselors are not to write to girl campers and Girl Counselors are not to write to guy campers.

Swimming:

- *only when lifeguard is present
- *weekends – pool can be requested to be opened if there is a minimum of 3 swimmers present. Director, program director, lifeguard or maintenance may open the pool.

Time off:

- *You will be free to leave on Saturday when cleaning is completed (approx. 12:30) and campers have departed until Sunday 6:30 PM for our staff service.
- *Each staff member will receive one hour off each day except for Monday. This must be signed up for at the beginning of each week and cleared with Head Counselor.

Visitors:

- *Invited guests by special permission from the Camp Director
- *Non-invited guests must check in with the camp office upon arrival, and will not be allowed to hinder your duties as a staff member.

Weekends:

- *Everyone is required to attend church on Sunday morning.
- *HS Staff must go home or go with a same sex staff member for the weekend.
- *Your conduct and testimony off camp should always be honoring to the Lord and in harmony with camp standards.
- *You must sign out when leaving for the weekend.
- *Check Jack's office door or your box for phone messages.

**Summer Staff are asked to not attend movies as part of the summer commitment. This commitment to a movie free summer allows staff more time to focus on building relationships during the limited free time that is available and also to focus on striving towards mental purity*

Personal Reference

To be completed by a recent employer or teacher

Please return to:

Camp Gilead

30919 NE Carnation Farm Road Carnation WA 98014

Name of Applicant: _____

Position applying for: _____

The person named above has applied for a position on staff at Camp Gilead and has selected you as a personal reference. Your confidential evaluation is solicited and we invite you to include a personal note regarding the qualifications of the applicant or any additional information. Please leave blank any questions you feel unqualified to answer. The applicant has given the authorization below for your to release this informatin. Thank you so much for your assistance.

AUTHORIZATION

I hereby authorize _____ to provide Camp Gilead with the information requested. I release him/her from all liability for any damage incurred in giving of this information.

Applicant Signature: _____ Date: _____

How long have you known the applicant? _____ In what capacity? _____

Please check the following that best describes the applicant in the following areas:

Leadership ability

____ Prefers to follow ____ Makes some effort to lead
____ Good ability ____ Exceptional ability

Emotional Temperament

____ Over responds emotionally ____ Relatively stable
____ Tends to be moody ____ Balanced and controlled
____ Sometimes well balanced ____ Well balanced

Personality

____ Shy and withdrawn ____ Friendly
____ Reserved ____ Outgoing
____ Quiet ____ Extrovert

Social Interaction

____ Avoided by others ____ Well liked
____ Tolerated by others ____ Sought by others

On a scale from 1 - 10 please rate the applicant in the following five areas:

Attitude: A reflection of the applicant's disposition toward work and those in authority

1 2 3 4 5 6 7 8 9 10
Poor Deficient Average Good Excellent

Adaptability: A reflection of the applicant's ability to adjust to meet the challenge of new conditions, duties or responsibilities

1 2 3 4 5 6 7 8 9 10
Poor Deficient Average Good Excellent

Dependability: A reflection of the applicant's reliance and trustworthiness in completing tasks, duties and responsibilities

1 2 3 4 5 6 7 8 9 10
Poor Deficient Average Good Excellent

Industry: A measure of the applicants diligence in making effective use of time

1 2 3 4 5 6 7 8 9 10
Poor Deficient Average Good Excellent

Quality: A measure of the applicant's accuracy and thoroughness of workmanship

1 2 3 4 5 6 7 8 9 10
Poor Deficient Average Good Excellent

Comments:

Noteworthy accomplishments or qualities:

Areas requiring improvement:

Would you place your child or teenager under the direct charge and influence of the applicant?

Signature: _____ Date: _____

Position/Organization: _____

Address: _____ Phone: _____

Email: _____

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Signature: _____ Date: _____

Position/Organization: _____

Address: _____ Phone: _____

Email: _____

Personal Reference

To be completed by Christian worker: Pastor, Youth Pastor, Youth Leader

Please return to:

Camp Gilead

30919 NE Carnation Farm Road Carnation WA 98014

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To be completed by a friend over 18 not related to you

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