



## APPLICATION FOR SUMMER STAFF

**PLEASE RETURN TO:**

2412 Lake Rockaway Rd. NW, Conyers, GA 30012  
770-483-2225 • [www.campwestminster.org](http://www.campwestminster.org)  
[director@campwestminster.org](mailto:director@campwestminster.org)

The purpose of Camp Westminster is to promote both the Gospel of Jesus Christ and the personal growth of the individual Christian, with the emphasis on youth, in a fun and safe environment.

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

E-Mail Address: \_\_\_\_\_

Permanent Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Current Addr (if different): \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Home Phone: (\_\_\_\_) \_\_\_\_\_ Cell Phone: (\_\_\_\_) \_\_\_\_\_

Emergency Contact & Phone #: \_\_\_\_\_

Driver's License #: \_\_\_\_\_ Issuing State: \_\_\_\_\_

**Gender:** \_\_\_\_\_ **Age:** \_\_\_\_\_ **Marital Status:** \_\_\_\_\_ **Shirt Size:** \_\_\_\_\_ **Date of Birth:** \_\_\_\_/\_\_\_\_/\_\_\_\_

Position(s) applying for: (Rank at least two, in order of preference)

**\* PLEASE SEE LAST PAGE FOR BRIEF JOB DESCRIPTIONS \***

_____ Senior Counselor	_____ Program Counselor	_____ Media Specialist
_____ Day Camp Leader	_____ Wrangler	_____ Arts and Crafts Specialist
_____ CIT Leader	_____ Work Crew	_____ Ropes Specialist
_____ Other _____		

Please explain your choice of positions and why you've ranked them in the order you have: \_\_\_\_\_

\_\_\_\_\_

Are there any reasons you may have difficulty in performing any of the essential functions of the job for which you have applied?  Yes  No If yes, please explain: \_\_\_\_\_

\_\_\_\_\_

High School: \_\_\_\_\_ Grad Year: \_\_\_\_\_

Address: \_\_\_\_\_

College: (if applicable) \_\_\_\_\_ Grad Year: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Major: \_\_\_\_\_ Yrs. In College: \_\_\_\_\_

Church you attend: \_\_\_\_\_ Yrs. at Church: \_\_\_\_\_

Organizations, both Christian and non-Christian, you are involved with: \_\_\_\_\_

\_\_\_\_\_

## **Employment History**

Please list your most recent employment first. We reserve the option to contact these employers.

1. Company Name: \_\_\_\_\_ Position: \_\_\_\_\_

Address: \_\_\_\_\_ Dates Employed: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Name of supervisor: \_\_\_\_\_ Telephone: \_\_\_\_\_

Supervisor's E-mail: \_\_\_\_\_

2. Company Name: \_\_\_\_\_ Position: \_\_\_\_\_

Address: \_\_\_\_\_ Dates Employed: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Name of supervisor: \_\_\_\_\_ Telephone: \_\_\_\_\_

Supervisor's E-mail: \_\_\_\_\_

3. Company Name: \_\_\_\_\_ Position: \_\_\_\_\_

Address: \_\_\_\_\_ Dates Employed: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Name of supervisor: \_\_\_\_\_ Telephone: \_\_\_\_\_

Supervisor's E-mail: \_\_\_\_\_

## **Background**

*You must complete all the following questions and the inserted Release Form to be considered for employment.*

How long have you lived at your present address? \_\_\_\_\_

If applicable, please give your previous addresses for the last 5 years. \_\_\_\_\_

Has your driver's license ever been suspended or revoked?  Yes  No

Have you ever used illegal drugs?  Yes  No

Have you been convicted of a criminal offense or do you have criminal charges pending?  Yes  No

Have you ever been charged with neglect, abuse, or assault?  Yes  No

Have you ever been convicted or accused of mistreatment, neglect, abuse, or attempted or actual sexual molestation of a minor?  Yes  No

Have you ever been disciplined, discharged or asked to resign from any job for misconduct, immoral behavior, or violation of work standards?  Yes  No

***If you responded "yes" to any of these questions, please use a separate sheet of paper to describe the circumstances in detail.***

## Activities Survey

Do you have any of the following...

1. A Lifeguarding certification?  Yes  No Expires? \_\_\_\_\_
2. A WSI, LGI, LGT, or LTC?  Yes  No Which? \_\_\_\_\_ Expires? \_\_\_\_\_
3. Any nursing, first aid, CPR training?  Yes  No What? \_\_\_\_\_
4. Any outdoor education skills and/or scouting experience?  Yes  No Rank achieved? \_\_\_\_\_
5. Any ropes course / rock climbing experience/training?  Yes  No Expires? \_\_\_\_\_
6. Any experience or certifications in horsemanship?  Yes  No Expires? \_\_\_\_\_
7. Any other certifications?  Yes  No What? \_\_\_\_\_

Would you be willing to attend a certification course if necessary?  Yes  No

***Please attach photocopies of all certifications.***

## Activities Inventory

Please indicate your interest and/or ability in the following activities according to the following scale:

**1= Highly Skilled:** could organize, coach, and teach without assistance.

**2= Moderately Skilled:** basic knowledge, could assist with teaching.

**3= Recreational:** minimal knowledge, but interested in learning

- |   |   |
|---|---|
| ___ Canoeing/Kayaking                               | ___ Sign Language                           |
| ___ Arts & Crafts pottery, painting, leather, etc.) | ___ Group Games                             |
| ___ Dance: type _____                               | ___ Lifeguarding                            |
| ___ Fishing   | ___ Wakeboarding                            |
| ___ Horsemanship                                    | ___ Swimming                                |
| ___ Music/Instruments: which _____                  | ___ Outdoor Skills/Orienteering/Backpacking |
| ___ Journalism/Newspaper                            | ___ Photography                             |
| ___ Paintball                                       | ___ Cooking                                 |
| ___ Drama & Skits                                   | ___ Basketball                              |
| ___ Lacrosse  | ___ Volleyball                              |
| ___ Singing/Leading Singing                         | ___ Soccer                                  |
| ___ Ropes Course (High, Low, Climbing Tower)        | ___ Archery                                 |
| ___ Golf/Disc Golf                                  |   |
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# Questionnaire

*(Please be thoughtful and specific in your answers.)*

Why do you want to work at Camp Westminster? \_\_\_\_\_

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Have you ever been to or worked at a summer camp? If yes, where? \_\_\_\_\_

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What do you consider to be your strongest qualities? Weakest qualities? \_\_\_\_\_

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How would you describe your ability to work with other people? \_\_\_\_\_

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What is your view of how people should relate to those in authority over them? How have you lived this out, specifically with regard to your parents, teachers, supervisors, or spiritual leaders? \_\_\_\_\_

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Do you enjoy working with children? What sort of experiences in this area have you had? \_\_\_\_\_

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What in your life has prepared you to be a successful camp counselor? \_\_\_\_\_

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Describe your experience with Jesus Christ and how you came to faith in him. \_\_\_\_\_

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Please read our included Statement of Faith carefully. Do you have any questions or disagreements? If so, please explain here. \_\_\_\_\_

Are you willing to share your testimony of faith in Jesus with both campers and staff?  Yes  No

Are you available to work the entire camping season?  Yes  No

Can you demonstrate and maintain enthusiasm, even when your responsibilities become routine?  Yes  No

If applying for Senior Counselor, are you available to attend a weekend training session at Camp Westminster during the month of April?  Yes  No

Please indicate the conviction you have regarding your own behavior with respect to the following activities by circling one or more of the words that follow.

Drinking alcoholic beverages:	<i>Acceptable</i>	<i>Moderately Permissible</i>	<i>Unacceptable</i>	<i>Confidential</i>
Smoking:	<i>Acceptable</i>	<i>Moderately Permissible</i>	<i>Unacceptable</i>	<i>Confidential</i>
Illegal drugs:	<i>Acceptable</i>	<i>Moderately Permissible</i>	<i>Unacceptable</i>	<i>Confidential</i>
Pre or extra-marital sex:	<i>Acceptable</i>	<i>Moderately Permissible</i>	<i>Unacceptable</i>	<i>Confidential</i>
Homosexuality:	<i>Acceptable</i>	<i>Moderately Permissible</i>	<i>Unacceptable</i>	<i>Confidential</i>
Pornography:	<i>Acceptable</i>	<i>Moderately Permissible</i>	<i>Unacceptable</i>	<i>Confidential</i>

In a few words, describe your understanding of the following subjects.

God: \_\_\_\_\_

Jesus Christ: \_\_\_\_\_

Holy Spirit: \_\_\_\_\_

Bible: \_\_\_\_\_

Sin: \_\_\_\_\_

Essentials for Salvation: \_\_\_\_\_

## Statement of Faith

1. The Bible is the inspired Word of God, absolute in its authority, complete in its revelation, final in its content, and without any errors in its teaching; the supreme authority in all matters of faith and conduct. The sixty six books of the Old and New Testaments comprise the entire Holy Scriptures.
2. God is a Spirit, infinite, eternal, and unchangeable, in his being, wisdom, power, holiness, justice, goodness, and truth. God is One God, Who reveals Himself in three Persons: Father, Son and Holy Spirit
3. All men in their natural state are lost, alienated from God, spiritually dead and subject to God's wrath and condemnation.
4. Salvation is only by grace, a free gift of God, through faith in the Lord Jesus Christ, who died for our sins according to the Scriptures. His sacrificial death was a substitutionary atonement for the sins of all who receive him, providing redemption from the guilt, penalty and power of sin.
5. Jesus Christ is the Son of God and Son of man, was born of a virgin, and is Himself very God. He lived a sinless life, was crucified, died and was buried. The third day He arose from the dead and ascended into heaven. Jesus Christ will come again to earth the second time, personally, bodily and visibly.
6. The Scriptures declare the deity and personality of the Holy Spirit, who indwells and works in the believer.
7. The Holy Trinity - consisting of God the Father, God the Son, and God the Holy Spirit - is the only divine being, and therefore the only one worthy of our praise, worship, and devotion.
8. There is one holy, universal church, which is the body of Christ, and to which all true believers belong. The local visible church is the means through which believers serve and are nourished through teaching and the sacraments.
9. Our Lord Jesus rose from the dead in the same body that was laid to rest in the tomb. The bodies of all believers who die will be raised from the dead and they will receive an incorruptible body and dwell with God in everlasting joy.
10. Christians, born of the Spirit, are to live the new life in the present power of the Spirit. The Christian's responsibility, and his normal attitude of life, is to yield himself to God, trusting God to keep him.

## Personal Statement

Recognizing that Christian camping, while exceedingly enjoyable and fun, involves serious responsibilities and multiple opportunities for a staff member, I hereby promise that, if I am accepted to serve on this year's staff, I will conduct myself at all times as a true representative of Jesus Christ (see Colossians 3:17). I will cheerfully carry out, to the best of my ability, the duties assigned to me by my leaders, will be punctual, and at all times seek to promote and heighten the physical, mental, and spiritual well-being of each camper and counselor.

By God's grace it shall be my chief end at Camp Westminster to glorify Him alone. It is my earnest desire to be instrumental in pointing and leading young people to the Person of the Lord Jesus Christ, who alone is mighty to save!

In addition, the facts I have given in this application are true and complete to the best of my knowledge. I authorize Camp Westminster and its agents to investigate those facts, and to contact any individuals or organizations (including schools and employers) and obtain from them any information about me, and release Camp Westminster and those contacted from liability for actions or failure to act in the course of obtaining or giving that information.

I understand that, if hired, my commitment would be for the entire summer camping season. As summer camp is a full-time ministry, I agree to notify Camp Westminster of any personal appointments or schedules that might take me away from my Camp responsibilities **prior** to accepting employment.

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(Signature)

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(Date)

## References

Please list three references (teachers, supervisors, adult friends/coworkers, etc...). References should not be related to you, must be 21 years or older, and one must be an ordained minister. Enclosed are 3 reference forms; please give them to your references and have them sent in to us. You will not be considered for employment until all references have been received.

1. Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Relation to you: \_\_\_\_\_ E-mail: \_\_\_\_\_

2. Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Relation to you: \_\_\_\_\_ E-mail: \_\_\_\_\_

3. Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Relation to you: \_\_\_\_\_ E-mail: \_\_\_\_\_

**NOTE:** Because all Camp positions require working in close, sensitive contact with minors (children under the age of 18), your submission of this application gives us your authorization to check your references, driver's records, and criminal records.

## Suggest a Friend

Know anyone who would make a great camp counselor?

Name: \_\_\_\_\_ Relation to you: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_ Cell #: \_\_\_\_\_ E-mail: \_\_\_\_\_

Name: \_\_\_\_\_ Relation to you: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_ Cell #: \_\_\_\_\_ E-mail: \_\_\_\_\_

### Senior Counselor

(Must be at least 18 years old and have completed one year of college.) A minister to children both in the gospel of Jesus Christ & discipleship. Equipped with the sincere desire to spend a long summer in 24-hour-a-day ministry. Willingness and the maturity to enthusiastically and creatively lead kids into the daily programming of our summer sessions and work arm-in-arm with other Senior Counselors. Absolutely & completely given over to the reformed & transforming grace of God. Known to 'walk with Him.' **Responsibilities include** managing a cabin of up to 10 campers each week, leading Bible studies, filling out reports on each camper; staffing the daily activities.

### CIT (Counselor In Training) Leader

(Must be at least 18 years old and have completed one year of college -- prior camp experience is a plus) Similar to the Senior Counselor position. This ministry is focused on leading and discipling campers aged 15-17yrs for 2-week sessions throughout the summer camp season. You'll be tasked with not only teaching these campers what it looks like to be a camp counselor, but will also seek to challenge them on exploring the unique and special ways that the Lord has prepared them to serve him throughout their lives. **Responsibilities include** managing a cabin of up to 7-9 campers each session, leading Bible studies, working with the Head Program Counselors to facilitate a schedule of serving for the CITs, and filling out reports on each camper.

### Day Camp Leader

(Must be at least 18 years old and have completed one year of college -- prior camp experience is a plus) Similar to the Senior Counselor position, except with the unique and special twist of overseeing the Day Trek program at Camp Westminster during the day, and assisting with evening activities afterward. Must desire, and display the ability, to relate well with children who attend the Day Trek Program rather than our residential overnight sessions. **Responsibilities include** managing a group of up to 10-20 campers each week, leading Bible studies, filling out reports on each camper; staffing/leading the daily activities.

### Program Counselor

(Must be 18 years old.) Desires to learn the adventure of ministering to children. Eager to discover God-given talents and apply them in a real world missions environment. Energetic & excited about his/her love for Jesus Christ, and willing to put all aside in a tough summer of loving kids with total abandonment. Easily connects with kids, and can maintain high energy levels & intense creativity, especially for our Day Camp children. **Responsibilities include** Leading/assisting with program activities, leading Bible studies/devotionals, assisting Senior Counselors with their cabins, managing groups of Day Campers (up to 10), and filling out reports on these campers.

### Work Crew

(Must be 18 years old.) Enjoys the hands-on ministry of serving others. Eager to learn the crucial importance of keeping Camp going through projects & working where needed to enable the gospel of Jesus Christ to effectively be given to children. Desires to grow in their faith and be mentored. **Responsibilities include** grounds & facilities maintenance; property improvement projects.

### Wrangler

(Must be 18 years old.) Mature & can handle the huge task of teaching kids how to truly experience horses. Should have a background with equestrian and/or barn management. Endlessly & tirelessly energetic 23 ½ hours a day, completely given over to showing kids God's grace through the use of a horse. **Responsibilities include** maintenance of stable & riding areas; feeding & caring for horses; teaching riding classes & leading trail rides. MUST attend a certification clinic in the spring.

### Ropes Specialist

(Must be at least 18 years old and have completed one year of college.) A mature believer who knows what it's like to hang out on the edge for the Gospel. Equipped with the working knowledge of a rope & climbing course and its equipment, and trained/certified to make our course a huge impact in the lives of kids without allowing them to 'impact'. Methodical & observant, careful to inspect equipment and oversee support staff. **Responsibilities include** overseeing the Ropes & Challenge courses, enforcing proper safety rules; regular inspections & maintenance of climbing wall & ropes equipment. MUST attend a ropes certification course prior to staff training.

### Media Specialist

(Must be 18 years old.) The direct link between Child, Parent, & Camp. Able to effectively and efficiently collect great digital photos and video of everyday camp experiences and share them on the Web and in daily vespers slideshows. Can make a kid feel like a million bucks when their photo comes to life on big screen. Provides kids memories years from now that they indeed made a decision for Jesus Christ during the Summer of . . . **Responsibilities include** taking pictures/videos daily & managing other staff photographers; daily posting of photos on camp website; daily preparation of photo slideshow for vespers; may include daily operation of audio/video for vespers and other programs; taking weekly group photo and ordering copies from photo service.

### Arts and Crafts Specialist

(Must be 18 years old.) The ideal Arts and Craft Specialist has a great love for their Savior and a strong desire to teach others how to express their love for the Lord on a variety of artistic media. **Responsibilities include:** Prior to summer – Establishing and supplying a creative Arts and Crafts curriculum that is age-appropriate, stretches campers and, ideally, ties into the overall camp curriculum or themes for each day. During summer – instruct other camp counselors in how to assist the Arts and Crafts program, prepare and cleanup for each days' projects, keep a current inventory of supplies, restock as needed, and supply a season-end inventory at the conclusion of summer camp.





# REFERENCE QUESTIONNAIRE

*Confidential*

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### Objective Rating

Please check the adjective that most accurately describes the applicant's habitual behavior

	Very Poor	Poor	Average	Good	Excellent	No knowledge
Leadership	—	—	—	—	—	—
Cooperation with others	—	—	—	—	—	—
Attitude	—	—	—	—	—	—
Flexibility	—	—	—	—	—	—
Responsibility	—	—	—	—	—	—
Punctuality	—	—	—	—	—	—
Emotional Maturity	—	—	—	—	—	—
Spiritual Maturity	—	—	—	—	—	—

### Narrative Rating

Please briefly state specific instances in which you have observed the applicant's behavior as it applies to any of these items. If you have no knowledge, please say so. Please write as legible as possible.

- A. Do you think this individual would make a good camp counselor?  
 Yes  No Why or why not? \_\_\_\_\_  
 \_\_\_\_\_
- B. Would you be willing to have your child under his/her supervision for a period of weeks in a camp situation?  
 Yes  No Why or why not: \_\_\_\_\_  
 \_\_\_\_\_
- C. Describe this individual's ability to lead campers in devotionals, worship, and spiritual growth:  
 \_\_\_\_\_  
 \_\_\_\_\_
- D. Is this individual dependable? Can he/she be relied upon? \_\_\_\_\_
- E. Does this individual weaken in the absence of authority? \_\_\_\_\_
- F. How does this individual react in situations of stress, i.e., make decisions? \_\_\_\_\_  
 \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_ What is your relationship to him/her? \_\_\_\_\_

Have you seen him/her in a leadership role with children or teens?  Yes  No  
 If so, what? \_\_\_\_\_

Printed Name \_\_\_\_\_ Occupation \_\_\_\_\_

Phone Number: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_



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Responsibility	—	—	—	—	—	—
Punctuality	—	—	—	—	—	—
Emotional Maturity	—	—	—	—	—	—
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 \_\_\_\_\_

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Have you seen him/her in a leadership role with children or teens?  Yes  No  
 If so, what? \_\_\_\_\_

Printed Name \_\_\_\_\_ Occupation \_\_\_\_\_

Phone Number: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_

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 Yes  No Why or why not: \_\_\_\_\_  
 \_\_\_\_\_
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- F. How does this individual react in situations of stress, i.e., make decisions? \_\_\_\_\_  
 \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_ What is your relationship to him/her? \_\_\_\_\_

Have you seen him/her in a leadership role with children or teens?  Yes  No  
 If so, what? \_\_\_\_\_

Printed Name \_\_\_\_\_ Occupation \_\_\_\_\_

Phone Number: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_

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# RELEASE FORM

I hereby authorize Camp Westminster, its agent, DAC Services, or other information providers, to receive any criminal history record, school record, and other information pertaining to me which may be in the files of any state or local criminal justice agency.

Full name printed: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Sex      Race      DOB      SS#

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Please attach a photocopy of your driver's license (or other photo ID) and your Social Security card.