

# Camp Capers 2008 Staff Paid Positions Information and Application Forms

Summer Staff applicants must have had one year of college or be at least 20 years old as of June 1, 2008. The only exception is for Work Crew.  
Work Crew applicants must be graduating seniors or older.

Please check all positions you are applying for:

- Mid-Winter I: High School (Jan. 11 – 13, 2008)      Note: All Mid-winter positions are **volunteer**  
 Mid-Winter II: Middle School (Jan. 18 – 20, 2008)  
 Mid-Winter III: Elementary (Jan. 25 – 27, 2008)

- Summer Staff 2008 (Full Time Paid Staff)  
 Full Summer     Half Summer (Counselors and Work Crew only)

**Summer Staff Positions:** Please number, in order of preference, all positions you are interested in applying for:

- Staff Director     Activities Director     Music Director     Cabin Counselor  
 Lead Girl Counselor     Lead Guy counselor     Lifeguard     Photographer  
 Arts & Crafts Assistant     Work Crew (Must be a graduating high school senior or older to apply)

## General Information Page

*Please print all information.*

*Attach  
Current  
Photo  
Here.  
Really.*

Name \_\_\_\_\_

Age as of Jan. 1, 2008 \_\_\_\_\_ Date of Birth \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email \_\_\_\_\_

Home address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home parish \_\_\_\_\_ Rector/Pastor \_\_\_\_\_

'07 – '08 Class (Circle one)    HS senior    College: FRESH.    SOPH.    JR.    SR.    Graduate school

School/College Attending \_\_\_\_\_

School Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

School parish \_\_\_\_\_ Rector/Pastor \_\_\_\_\_

Parents/Guardians \_\_\_\_\_

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

Their phone for emergencies: Home \_\_\_\_\_ cell \_\_\_\_\_ other \_\_\_\_\_

Shirt size:    S    M    L    XL    XXL

Have you attended Camp Capers as a camper before?    YES                      NO

If yes, please list the approximate dates, with most recent first.

Have you counseled or served on summer staff at Camp Caper's before?                      YES                      NO

If yes, please list the following information below, with most recent first.

Session Counselor:

Session/Date _____	Session Dean _____
Session/Date _____	Session Dean _____
Session/Date _____	Session Dean _____
Session/Date _____	Session Dean _____
Session/Date _____	Session Dean _____

Summer Staff:

Position _____	Date _____
Position _____	Date _____
Position _____	Date _____

**Work Experience:** List the last two jobs you have held, with the most recent first.

<b>Company</b>	<b>Position</b>	<b>City/State</b>	<b>Dates</b>
1. _____	_____	_____	_____
2. _____	_____	_____	_____

**Work Experience with children (paid and volunteer) with most recent first.**

<b>Group, Church or Company</b>	<b>Position</b>	<b>City/State</b>	<b>Dates</b>
1. _____	_____	_____	_____
2. _____	_____	_____	_____

**REFERENCES:**

*Please provide two reference, EXCLUDING RELATIVES AND PEERS. These should be people who are familiar with your work and/or ministry experience. Have your references complete the attached form. Forms are also available at [www.campcapers.org](http://www.campcapers.org) in the "forms" section.*

Reference 1:  
 Name \_\_\_\_\_  
 Telephone (\_\_\_\_) \_\_\_\_\_  
 Email \_\_\_\_\_

Reference 2:  
 Name \_\_\_\_\_  
 Telephone (\_\_\_\_) \_\_\_\_\_  
 Email \_\_\_\_\_

Explain why you would like to be on Camp Capers Summer Staff and what you expect to get out of your camp experience.

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Please list the qualities that would make you a great Summer Staff member.

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What do you see as your greatest role and responsibility as a member of the Summer Staff Team?

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If hired, you will experience the crazy schedule of being with the kids 24 hours a day, with little sleep, constant action and responsibility, and only a few short breaks between sessions. How do you plan to sustain yourself in the following areas?

Spiritually:

Emotionally:

Physically:

In your opinion, how does the ministry of *servant-hood* fit into the Summer Staff life and work?

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Are there any reasons you would have difficulty performing any of the basic functions of the position(s) for which you are applying (*see pg. 5 for Basic Expectatons*)?

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How would you describe your ability to respect and follow rules set forth, whether the rules are initially given or modified as needed?

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**ESSAY:** Please write a brief biographical sketch about yourself (one page maximum). Do not be afraid to include any awards or honors you have received. Please include a brief description of your personal spiritual journey and any other vital information that would better enable us to evaluate you as a potential Camp Capers Summer Staff member. Attach and send in with your completed application.

**SAFETY CERTIFICATIONS:**

*RED CROSS: All Summer Staff must have current Red Cross certifications for Lifeguard, Waterfront Safety, and CPR for the Professional Rescuer. Camp Capers will assist staff members in acquiring these certifications. Safety certification is not required of Mid-Winter or Session Staff. However, if you have current certifications and are willing serve as a Lifeguard, please include your information.*

Lifeguard \_\_\_ Expires \_\_\_\_\_

Water Safety Instructor \_\_\_ Expires \_\_\_\_\_

Waterfront Safety \_\_\_ Expires \_\_\_\_\_

CPR for the Professional Rescuer \_\_\_ Expires \_\_\_\_\_

**SAFEGUARDING GOD’S CHILDREN:** *Anyone who serves in a ministry with children or youth in the Diocese of West Texas must have this training. Certification for Camp Staff is valid for one calendar year. The Camps & Conferences office must have a copy of your certification on file. This course is provided as a part of your staff training.*

**Have you attended a Safeguarding God’s Children Training?            YES            NO**

If yes, list the date and location of the training.

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

\* The use of drugs, alcohol, and/or tobacco at Camp Capers is strictly prohibited. Violation of this policy due to use or being under the influence of any of these substances will result in immediate termination of your position. **IF YOU UNDERSTAND THIS STATEMENT, AND ARE WILLING TO ACCEPT THIS RESTRICTION IF CHOSEN, PLEASE INITIAL HERE \_\_\_\_\_.**

**APPLICATION DEADLINE: Monday, December 31, 2007.** Applications received after this date will only be considered if positions remain unfilled.

**INTERVIEW DATES:**

We will contact you to coordinate your interview date and time.

**Mail completed forms to:**

**The Episcopal Diocese of West Texas  
Camps and Conferences  
P.O. Box 6885  
San Antonio, TX 78209**

# Basic Expectations for Camp Capers Summer Staff

## GENERAL QUALIFICATIONS:

- Must be someone who has a living relationship with God in the person of Jesus Christ.
- Must be able to supervise children on a 14+ hour day, 7 days a week, with limited time off.
- Be able to fulfill the entire length of the contract, without requesting leave for personal, non-emergency matters.
- Be interested in giving him/herself to the campers in order that they might encounter Christ during the best week of their lives.
- Be able and ready to support the Deans in implementing their programs.
- Must possess the ability to communicate and work with groups of all ages and skill levels in order to provide necessary instruction to campers.
- Hold the following American Red Cross Certifications: Lifeguard, Waterfront Safety, CPR for the Professional Rescuer. The Department of Camps and Conferences will assist with the cost and coordination of this training. You may complete the training at any time and the department will reimburse the cost.
- Must enjoy working with children, and have the emotional and spiritual maturity to contribute to their lives.
- Must be able to observe camper behavior, evaluate its appropriateness, and enforce and implement appropriate behavior management techniques.
- Must be able and ready to accept responsibility and follow through with tasks.
- Must be able to walk several miles a day, and possess stamina to carry out camp programs in very hot and sometimes wet weather.

## GENERAL DUTIES:

- Must set an example of and demonstrate through strong moral values living the Gospel of Jesus Christ on a daily basis.
- Support the Dean, Chaplain, Staff Director, and teacher in the leadership of the camp session.
- Accept guidance, direction and, if necessary, discipline.
- Attend all required staff meetings.
- Show Christian living through example and through the presentation of your life as a servant.
- Always be ready to be tasked to work in any area deemed appropriate by the session Dean and/or Staff Director.
- Communicate with campers, parents, Deans, Chaplains, Staff Director, Program Committee members, full-time and volunteer staff in a professional manner.
- Respect all Camp Capers property and keep housing picked up as if a guest in someone else's home.
- Perform any and all other duties, assigned or reassigned, willingly and with a humble servant heart.

# The Episcopal Diocese of West Texas

## Camp Capers Youth Camps

### 2008 Summer Staff Reference Form

*Have two references complete and return this form.*  
**References from family members or peers will not be considered.**

**Name of Applicant:** \_\_\_\_\_

**Name of Reference:** \_\_\_\_\_

The above person has applied to be on Summer Staff at Camp Capers in 2008.

Being a Summer Staff member is a great privilege and a great responsibility. For 60 years Camp Capers has served as the gathering point for the Episcopal Diocese of West Texas. Summer Staff members are responsible for caring for the children entrusted to them by God and their families.

As a reference for an applicant, your input is valuable. Your honest and candid evaluation is an essential resource for our hiring process.

This evaluation will be held in confidence by the Episcopal Diocese of West Texas.

#### **I. General Information**

1. How long and under what circumstances have you known the applicant?

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

2. In what way does the applicant express a genuine interest in youth and children's ministries?

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

#### **II. Personal Qualifications**

From your personal knowledge of the applicant, please rate the following as compared to their peers, by indication with an "X" in the appropriate space.

	<b>Outstanding</b>	<b>Above Average</b>	<b>Average</b>	<b>Needs Improvement</b>	<b>Poor</b>
Teachable					
Sensitive					
Trustworthy					
Takes Initiative					
Is Responsible					
Leadership ability					
Team Player					
Emotionally Stable					
Dependable/Punctual					
Sense of Humor					
Respectful of Authority					
Follows through on assigned tasks					

**II. Personal Qualifications continued**

Please list three strengths this applicant brings to this position:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please list three areas for improvement for the applicant:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Our staff serves as examples of healthy, Christ-like behavior at Camp Capers. Is there anything that would make this difficult for the applicant? (I.E.: alcohol, tobacco, illegal drug use or abuse, or inappropriate sexual behavior)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Limitations:** Listed below are some tendencies that may reduce effectiveness of Summer Staff's work or leadership. Please circle any that may apply. Then comment on any if you can.

Impatient      Intolerant      Domineering      "Cocky"      Critical of others      Sarcastic  
Easily embarrassed      Offended      Discouraged      Overly sensitive      Irritated frequently  
Worried      Anxious      Nervous/tense      Depressed

If any of these were noted, please comment, describing the form and intensity of behavior:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Any other comments: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Print name:** \_\_\_\_\_

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

**Position or title:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Phone number if we may contact you:** \_\_\_\_\_ **Email:** \_\_\_\_\_

**Camp Capers appreciates your time and effort in completing this employee reference.**

**PLEASE RETURN PROMPTLY TO:**

**The Episcopal Diocese of West Texas**

**P.O. Box 6885**

**San Antonio, TX 78209**

**Attn: Jean Beere**



