



Camp Tecumseh YMCA
 12635 W. Tecumseh Bend Road
 Brookston, IN 47923
 Phone: 765-564-2898 • Fax: 765-564-3210
 jordans@camptecumseh.org • www.camptecumseh.org



Camp Tecumseh is interested in hiring the finest young men and women to be teachers, friends and role models to help in developing Christian Character in young people. If you are interested in becoming a member of our dedicated Christian staff, please complete this application.

Summer Day Camp Staff Application 2015
PLEASE FILL OUT COMPLETELY
 Please print neatly.

Mr. _____
 Mrs. _____
 Miss Name _____ Referred by: _____

Present Mailing Address _____

City _____ State _____ Zip _____ Until what date? (MO/DAY/YEAR) _____

Cell Phone (_____) _____ Permanent Phone (_____) _____

Email Address _____ Are you 17 years of age or older? YES NO

Staff Shirt Size: S M L XL XXL Marital Status _____ Must family accompany you to camp? _____

What church do you attend? _____ How often? _____

What church related groups are you or have you been active in?

EDUCATION (please include present year) – List most recent experiences first:

| School | Major/Area of Study | Present year or Degree earned |
|--------|---------------------|-------------------------------|
| | | |
| | | |

Last day of school for spring 2015: _____ Date of return to school fall 2015: _____

CAMP STAFF POSITIONS

Please number, in order of preference (1, 2, etc.) the position(s) for which you would feel most qualified and would like to apply. All counselors also have instructional responsibilities.

- _____ Day Camp Counselor (must be 17)
- _____ Day Camp Coordinator (must have one summer of experience as a Day Camp counselor)
- _____ Asst. Day Camp Director (must have completed one year of college & posses a minimum of one year's experience working with youth)

- _____ Staff Aide
- _____ Administrative Assistant
- _____ Office Assistant

- _____ Dining Hall/Staff Aide
- _____ Dining Hall/Camp Store Assistant
- _____ Assistant Camp Store Manager

- _____ Lake Village Store Manager

CAMP EXPERIENCE (as employee) & OTHER EMPLOYMENT EXPERIENCE – List most recent employment first. **Must have complete information to process application including signed employment release. Please send signed release with application.**

1. _____

| | | | | |
|----------------------------|----------|------------|--------------------|-------|
| Place of Employment | Position | Supervisor | Employed (from/to) | |
| Address | City | State | Zip | Phone |

2. _____

| | | | | |
|----------------------------|----------|------------|--------------------|-------|
| Place of Employment | Position | Supervisor | Employed (from/to) | |
| Address | City | State | Zip | Phone |

3. _____

| | | | | |
|----------------------------|----------|------------|--------------------|-------|
| Place of Employment | Position | Supervisor | Employed (from/to) | |
| Address | City | State | Zip | Phone |

CERTIFICATIONS – Please list the expiration date of the certification and enclose a photocopy of the certification.

| | |
|-----------------|-----------------|
| _____ First Aid | _____ Lifeguard |
| _____ CPR | _____ WSI |
| _____ AED | |

List other skills you can offer at camp or certifications you possess.

Are you a musician? _____ What instrument(s)? _____

Please number in order of preference the age groups you would like to work with:

_____ 5-6 _____ 7-8 _____ 9-10 _____ 11-12

(There is no guarantee of placement with any specific age group.)

Have you ever been convicted of a felony? _____

If so, please explain: _____

Do you smoke? _____

If yes, would you be willing to give up smoking while at camp? _____

Do you drink alcoholic beverages? _____

If yes, to what extent? _____

Drinking is not allowed at camp and is discouraged even on nights off.

What do you expect in the way of salary? (Room and board is provided by camp).

THE MISSION OF CAMP TECUMSEH YMCA IS TO PUT CHRISTIAN PRINCIPLES INTO PRACTICE THROUGH PROGRAMS THAT BUILD HEALTHY SPIRIT, MIND, AND BODY FOR ALL. WOULD YOU BE WILLING TO WORK TOWARD ACHIEVEMENT OF THIS MISSION THROUGH YOUR PERSONAL EXAMPLE AND LEADERSHIP? IF SO, PLEASE SIGN.

Signature of Applicant

_____/_____/_____
Date

Please send the enclosed reference forms to **three (3)** people. Please choose **one employer and two personal references** (pastor, teacher, mentor, coach, etc.) **We must receive all three references in order to consider you for a position.** When sending the reference form, we suggest including an addressed envelope with stamp, a cover letter explaining the position you are applying for, and that their quick reply would help insure your application is considered in a timely manner. Thank you.

***Job Applicant's Release to Prospective Employer
to Request Information About the Applicant***

I, _____, have requested consideration for employment by Camp Tecumseh YMCA Outdoor Center. I am aware and have been informed by Camp Tecumseh YMCA Outdoor Center that the statements I have made on my job application (and during interviews) will be completely checked out by Camp Tecumseh YMCA Outdoor Center.

As consideration for the above-named employer's agreement to consider my job application, I hereby authorize Camp Tecumseh YMCA Outdoor Center to engage in background checks regarding any and all statements I have made on the job application (and during interviews) and, further, to obtain any other information regarding my previous employment, my veracity, my skills and/or abilities which the above-name employer may deem relevant.

I hereby release any individual, firm, partnership, corporation, public official or public entity from any liability on any theory whatsoever for providing such information as described in the previous sentence to Camp Tecumseh YMCA Outdoor Center.

Signature of Applicant _____ Date ____/____/____

Social Security Number _____ - _____ - _____ Date of Birth ____/____/____

Current address of applicant:

Street

City State Zip Code

(_____) _____
Phone #

Email

Permanent or last address of applicant:

Street

City State Zip Code

(_____) _____
Phone #

Email

Signature of Witness _____ Date ____/____/____

Job Applicant's Release to Prospective Employer to Request Information About the Applicant

I, _____, have requested consideration for employment by Camp Tecumseh YMCA Outdoor Center. I am aware and have been informed by Camp Tecumseh YMCA Outdoor Center that the statements I have made on my job application (and during interviews) will be completely checked out by Camp Tecumseh YMCA Outdoor Center.

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I hereby release any individual, firm, partnership, corporation, public official or public entity from any liability on any theory whatsoever for providing such information as described in the previous sentence to Camp Tecumseh YMCA Outdoor Center.

Signature of Applicant _____ Date ____/____/____

Social Security Number _____ - _____ - _____

Current address of applicant:

_____ Street

_____ City State Zip Code

Signature of Witness _____ Date ____/____/____

◆.....◆
_____ has applied for a position in our Summer Day Camp program at Camp Tecumseh YMCA. We would appreciate your honest and candid evaluation of this individual.

All Camp Tecumseh summer staff live and work with children 5-16 years old. Our staff must be excellent role models whom parents would want their children to emulate. Additionally, counselors serve as instructors for classes in recreational skill areas such as swimming, crafts, games, etc. Some staff may have direct supervision of other staff members.

Rating information that you provide will be held in strict confidence. It will only be reviewed by those officially involved in the employment selection process. A release signed by the candidate is enclosed with this reference form.

If you have any question or would like to speak to someone personally, please feel free to call me at 765-564-2898. Thank you for your assistance in helping Camp Tecumseh YMCA chose the best role models and care givers for our campers.

Sincerely,



Joel Sieplinga
Day Camp Director

Please describe the nature of your contact and capacity in which you have known this person:

How extensive has your contact been with this person?
 Daily contact Observe person frequently Observe person infrequently Have seen records and reports

Please fill out the second page of this reference form.

Name of Applicant: _____

Please rate the candidate in the following areas. Please compare them with others you know that are near the same age. Please consider each characteristic separately while relating one to another.

| Social Ability: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|--|--------------------|---------------|---------|---------------|--------------------|
| Meets people easily. Makes a good impression. Friendly | | | | | |
| Readily accepted by others. Generally well liked. | | | | | |

| Leadership: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|---|--------------------|---------------|---------|---------------|--------------------|
| Generates enthusiasm. Inspires action. | | | | | |
| Able to get people to work together. Make others feel a part of the team. | | | | | |
| Evaluates others fairly. Follows through with effective supervision. | | | | | |
| Able to plan, organize and implement action. | | | | | |

| Cooperativeness: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|---|--------------------|---------------|---------|---------------|--------------------|
| Able to work with many types of people. | | | | | |
| Receptive to directions from others. | | | | | |
| Supportive to superiors and co-workers. | | | | | |

| Initiative and Ingenuity: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|---|--------------------|---------------|---------|---------------|--------------------|
| Has original ideas. Creative. | | | | | |
| Initiates new and better ways of doing things. | | | | | |
| Works well with little or no supervision. A self-starter. | | | | | |

| Personal Adjustment: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|---|--------------------|---------------|---------|---------------|--------------------|
| Does not display attitudes of superiority or inferiority. | | | | | |
| Accepts criticism well. | | | | | |
| Self-Confident. Good emotional control. | | | | | |
| Behavior standards are socially acceptable. | | | | | |

| Knowledge and Interests: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|--|--------------------|---------------|---------|---------------|--------------------|
| Has knowledge and skills appropriate to the position. | | | | | |
| Able to communicate his/her knowledge to others orally or in writing. | | | | | |
| Makes a sincere effort at self-improvement. | | | | | |
| Knowledgeable in a variety of areas. | | | | | |
| Displays interest and knowledge of community, state, national and world affairs. | | | | | |

| Working Habits: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|---|--------------------|---------------|---------|---------------|--------------------|
| Plans and organizes work. Makes good use of time. | | | | | |
| Willing to occasionally "go the extra mile". | | | | | |
| Dependable. Conscientious. Efficient. | | | | | |

| Judgment and Common Sense: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|--|--------------------|---------------|---------|---------------|--------------------|
| Gathers ample objective evidence before reaching a decision. | | | | | |
| Considers the practicality of decisions. | | | | | |
| Makes decisions that can be implemented and produce the desired results. | | | | | |

| Christian Commitment: | Well Above Average | Above Average | Average | Below Average | Well Below Average |
|--|--------------------|---------------|---------|---------------|--------------------|
| Holds a reverence for God in daily life. | | | | | |
| Is willing to share personal faith with others, but does not turn others off. | | | | | |
| Displays Christian character such as humility, love, gentleness and understanding. | | | | | |

Would you personally be happy to have your child under this person's direct care and influence?

- Yes, no reservations
 - Yes, some reservation
 - No, probably
 - No, definitely
- If No, please explain why: _____

Signature: _____ Date: _____/_____/_____

Please print name: _____ Phone: _____

Address: _____
Street State Zip

Please return to: Camp Tecumseh YMCA * 12635 W. Tecumseh Bend Rd. * Brookston, IN 47923 * Fax: 765-564-3210

The toughest job you'll ever love . . .

*One hundred years from now it will not matter what kind of car I drove,
What kind of house I lived in, how much money I had in my bank account.
Nor what my clothes looked like. But the world may be a little better
Because I was important in the life of a child.*

-Author unknown

At Camp Tecumseh YMCA we are well aware of what the world is like today. We are interested in employing persons that believe as we do—that in many ways, *our children are the key* to a world improved. We are interested in counselors that are the type of role model that a Mom or Dad would choose for their youngster. We want counselors that love to be with children and are committed to helping each boy or girl to feel good about himself or herself and to learn to get along with others!

Camp Tecumseh is a camp with a Christian Purpose. That purpose is symbolized by our motto, "God is First, the other person is Second, and I'm Third." We desire to have individuals on staff that believe in the core Christian beliefs (as listed below). We want staff that will do their best to conduct themselves with high Christian standards, both on duty and off. Staff who will be sure that the quality of any activity they would be associated with would be deemed acceptable in a conservative Christian youth camp. Though we don't try to convert kids while they are at camp, we do lovingly try to help them grow in their spiritual understanding.

We believe that exposing youngsters to principles of leadership, group cooperation, and environmental understanding is at least as important as learning to canoe or to shoot an arrow. We believe that staff as well as campers can grow in these areas.

We have a community that is against the use of drugs and smoking, excessive use of alcohol, and for building caring relationships based on mutual understanding.

If you want to make a difference in our world . . . if you would like to make friends from around the world . . . if you would like to be a part of a place of traditions and innovations in excellence . . . if you would like to make a competitive salary and be at a beautiful location . . . if you would like an opportunity to grow spiritually, personally, and professionally—then apply to Camp Tecumseh today! It's an experience that lasts a lifetime!

Mutually Accepted Core Christian Beliefs of Camp Tecumseh Staff (that we believe apply to all denominations):

1. We believe that God is a personal, loving, and just God who is intimately interested in our lives.
2. We believe that God should be the most important one in our lives. Therefore we desire to know Him, serve Him, and please Him.
3. We recognize that God sent His Son Jesus Christ into the world to show us and teach us of the type of life that pleases God. We also recognize that He was sent to die on the cross and resurrect from the dead so that we might be reconciled unto God.
4. We recognize that the Spirit of God has been given to us to guide and help us live as Christ lived.
5. We believe that our bodies are the temple of God and must be respected and taken care of with that in mind.



Camper Goals for Christian Development

Camp Tecumseh YMCA Mission Statement

To put Christian principles into practice through programs that build healthy spirit, mind and body for all.

Why this handout?

Because spiritual growth or Christian development is an area of importance at Camp Tecumseh YMCA, this handout has been developed to help interpret our camper goals for this area to prospective staff. The camper goals for Christian development are listed first. Following each goal are satisfactory and unsatisfactory counselor action examples so that you as a prospective staff member can see more clearly how Christian growth is implemented at Camp Tecumseh YMCA.



Key to Camper Goal Examples:

- Example #1: How the goal would not be met by the counselor because it either shows inconsistency or does not go far enough in implementing the goal.
- Example #2: Represents a counselor behavior that would be the minimum to meet the goal.
- Example #3: Represents ways in which the mature counselor can more fully meet the camper goal so long as the counselor uses good judgment and doesn't "dictate" or "preach from on high" to the kids.
- Example #4: Illustrates an action that would normally be appropriate later in the week when rapport has been established and you are sure campers won't feel threatened. Demonstration shows genuine respect for the camper and other staff members.
- Example #5: Demonstrates how a counselor's own personal beliefs may go beyond the basic understanding we want our campers to be exposed to at Camp Tecumseh. We do not question the counselor's right to his/her beliefs, but examples such as these go beyond what our camp staff should teach.

Note: *At all times the age of your campers must be taken into consideration for the appropriateness of your teaching. On subjects that go beyond the first four examples, counselor opinions should only be given in response to a direct question. Even then the response should be qualified by the statement, "This is what I feel to be true, though there are good Christian people that may interpret this differently." If you have any questions about how to handle a situation, ask the Day Camp or Village Director.*

The goals with counselor action examples:

1. Each camper should learn to communicate to God through personal silent prayer, and perhaps even to feel comfortable to pray in a group out loud.

Example #1: A counselor has a cabin group sit in a circle and share one thing they are thankful for does nothing in the way of prayers. This is a good activity but does not go far enough to meet the goals.

Example #2: A counselor has the group sit in a circle for a few moments of silent prayer following devotions and then he/she closes by praying out loud.

Example #3: The counselor gives everyone an opportunity to pray out loud if they wish to during the closing prayer. "Popcorn" prayer in a circle is practiced with the cabin group holding hands and when one is finished praying silently or out loud, he/she squeezes the hand of the person next to him/her. The counselor closes in prayer out loud.

2. Learn that our body is the temple of God; that the Lord has provided us with this marvelous body and that it is our responsibility to help it grow in a strong and healthy way.

Example #1: The counselor jokes about drinking, smoking, and using drugs though he insists he doesn't do it himself. This shows inconsistency and confuses the camper about the counselor's true belief.

Example #2: The counselor eats properly, grooms nicely, and takes good care of himself because he has a healthy self-concept and feels good about how God has made him, thus expressing himself by example.

Example #3: The counselor is a good example. She also takes the opportunity to encourage her campers at teachable moments and at planned times to take good care of themselves because they are "special made" by God's design.

Example #4: The counselor is an excellent example and looks for teachable moments every day to teach positive health habits creatively. The counselor has one devotion focusing on accepting physical features as God's design and transforming physical defects into God's special mark of ownership.

Example #5: The counselor is an extreme example and frowns upon his campers for not following in his footsteps of brushing 4 times daily, he showers morning and night, and complains about sweet desserts at mealtimes. This is going too far in sharing your own beliefs and reflects poorly on camp.

3. To learn that nature and the environment are God's creation from which all our material needs of life are met. That it is our responsibility to not abuse the environment and to see in it the beauty and harmony God has created.

Example #1: The counselor takes no thought in littering camp and though he enjoys being outside, does nothing to express appreciation for the beauty of creation. This goes against the goal and show inconsistency in the counselor's actions. Plus, there is no mention of God.

Example #2: The counselor normally picks up trash when she walks by it and encourages her campers to take in the beauty of God's creation as they go on a hike through the woods.

Example #3: The counselor does the above and also takes special moments in the woods to study and appreciate together some discovery of God's creation.

Example #4: The counselor shares dynamic examples of how God in His infinite wisdom has so perfectly created the world around us. Example: God has planned the seasons so the deer have all summer to prepare and become strong. When the hard winter comes, the strong will survive. But, when spring arrives and there is an abundance of provisions in food, water, and shelter, the young are born and are given the best of care by their Creator. Or, pointing out special gifts God has given to certain animals to help them be successful, such as the protective coloring of female birds so they can be hidden on their nests, or the bushy tail of the squirrel for warmth in winter and balance as he climbs and jumps.

Example #5: The counselor criticizes the camper's schools for teaching evolution and actively teaches about creation, rather than waiting for questions and responding, "Well, I believe that..." she explains, "God told us to have dominion over the earth so we can use it any way we please." The controversy between creation and evolution theories is not one we should be discussing. It goes farther than our goal calls for.

4. Each camper recognizes that they should do unto others as they would have others do unto them, thus recognizing a need to grow in patience, love, kindness, and honesty.



Example #1: The counselor shares the "I'm Third" motto the first day of camp, and shortly afterwards leads her cabin in a "prank" to develop a sense of "cabin unity". This action does not meet the goal because it shows counselor inconsistency.

Example #2: The counselor leads a discussion of the "I'm Third" motto and tries daily to model that motto through his words and deeds.

Example #3: The counselor takes an opportunity when an individual is dishonest to share privately with them about honesty and how he can develop that quality. Example: sharing good stories about yourself or someone else and how they learned that honesty always pays. Good stories on honesty and other subjects are available for counselor use from the program office.

Example #4: The counselor talks about a particular quality, (i.e. love, patience, respect) and works out a cabin project so that each camper recognizes this quality, then sets goals for the next week to improve it. Example: at night, during devotions, an

activity is introduced which includes looking for this quality in each other. The next night the campers share how they saw this quality in others and in this way they learn specific examples of what it means to possess a particular quality.

Example #5: The counselor catches a camper teasing someone and lectures him or her on the "golden rule" for 15 minutes. The counselor leads a devotion where she lectures about the meaning of the Ten Commandments. This is a heavy-handed, "teaching from on high" attitude that is contrary to the spirit of the goal. Discussion of these would be acceptable.

5. To learn through exposure in chapels and devotions that the Bible is the Word of God told through stories and letters that are interesting and meaningful.

Example #1: The counselor keeps a Bible by her bunk, but doesn't use it.

Example #2: The counselor reads one Bible story that the campers can relate to during the week.

Example #3: The counselor takes 2–3 opportunities during the week to have a scripture story or parable as a part of a devotion and discuss it with the cabin group in a way that relates positively toward camp and life.

Example #4: The counselor takes daily opportunities to incorporate scripture in a meaningful way when appropriate with his campers. When questions are asked, he may respond with an illustration or verse from scripture.

Example #5: The counselor takes specific verses from scripture to support his convictions on divorce, rock music, water baptism, etc. when not specifically asked by a camper. A counselor should not bring up the topics mentioned in this example. Responses to questions about topics such as these should be dealt with on an "I believe..." basis and be spoken about with concern and love.

