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## 2019 Camp Staff Application

Holston Center is a ministry of Holston Presbytery of East Tennessee (PC-USA)  
PO BOX 428, 6993 Hickory Nut Gap Rd., Banner Elk NC 28604 (844) 465-7866  
[www.HolstonCenter.org](http://www.HolstonCenter.org)  
Director: Jim Austin (423) 202-1655

### Is God Calling You to Serve?

Holston Camp and Retreat Center is a ministry of the Holston Presbytery of east Tennessee. God calls us into the “wilderness” to be renewed and grow in our faith and understanding of our relationship with God, other people, and our earth. Holston Camp offers a transformational experience for campers and for staff. Summer camp staff provide a nurturing Christian community for young people. Summer staff influence lives and provide positive role models for young minds and hearts. Become a summer staff member at Holston Camp and serve God by growing in your faith and serving others on their spiritual journey. We provide the training, room, board, and competitive wages.

### Our Objective and Philosophy

*“In lengthy discussion of the objectives and philosophy of our camp and conference program, all agreed that camping should be done in small groups, informally, out-of-doors and in simple housing facilities, with activities that are different from what can be done at home or in our local church programs. Care should always be taken to instill in each camper a healthy respect for nature, a loving response to the God who has given us this beautiful world, and a personal commitment to the One whom this same God has sent, providing for our spiritual needs as well as our material needs, even Jesus Christ, in whom all life is abundant.”*

Sub-committee on Camp and Conferences  
Holston Presbytery, November 11, 1957

### 2019 Schedule and General Requirements

#### Resident Camp: Seven (7) sessions

Work week is from Sunday at 1:00 pm until Friday at 5:00. (No Resident Camp week of July 4. Optional work week.)

Counselor Training: June 2-June 14. **ALL COUNSELORS WILL BE RESIDENTS AND SUBJECT TO WORK AT EITHER DAY CAMP OR OVERNIGHT CAMP.** Schedule is subject to change.

- Week 1- June 16-21
- Week 2- June 23-28
- Week 3- June 30- July 5
- Week 4- July 7-12
- Week 5- July 14-19
- Week 6- July 21-26
- Week 7- July 28- August 2

#### Day Camp:

Daily Schedule is 8:00 am to 5:00 pm Monday through Friday.

Day Camp continues through August 16. Schedule is subject to change.

#### Summer Staff general requirements include:

- providing for the safety and wellbeing of each child,
- demonstrating Christian love and compassion for each child and other staff,
- recognizing each child's unique gifts and helping them enjoy camp and grow spiritually,
- supporting an inclusive and creative Christian community,
- enjoying leading and participating in program activities with young people including: field games, hiking, water sports, singing, arts and crafts, Bible studies, and prayer,
- supervising campers by making appropriate judgements in response to various needs or emergencies,
- having the physical, mental, and spiritual stamina to endure,
- adopting and abiding by the policies and procedures of Holston Camp,
- working with others in a collaborative team environment,
- and committing to the Summer program schedule (see application)

**Employees must adhere to Holston Camp's policies of not using tobacco, alcohol or illegal drugs during the term of employment--including weekends-- while on camp property. Employees are required to adhere to policies pertaining to appropriate behavior including, but not limited to, sexual conduct, bullying, language, insubordination, and cell phone/computer use. Any aberration from the policies will result in immediate dismissal from employment. The Director of Holston Camp will take every measure to ensure the safety and quality of Holston camper's experience during their stay at camp.**

### **Staff Positions:**

**Staff positions include room and board at Holston Camp. (Internships available)**

**All staff will live at camp thorough the week.**

**The Summer Program Director "SPD" (1 position, age 21+) will work with the Camp Director and full-time staff to plan and execute a safe and rewarding camp experience for all staff and campers. The SPD must demonstrate excellent leadership skills, mature faith, and the ability to supervise peers. He/she must be able to create, schedule, organize, and lead the summer camp resident and day camp program including training of staff as necessary. The SPD will begin employment in the spring to assist with planning and training of summer staff. Experience as a camp counselor and/or outdoor recreation management is necessary. **\$320/week.****

**Day Camp Director (1 position, 19+) provides guidance, enthusiasm, and creative leadership over Day Camp program. The Day Camp Director oversees the Day Camp program, Day Camp Counselors, and Day Campers. The Day Camp Director maintains a safe, clean and comfortable environment for Day Campers and staff; offers conflict resolution between staff and between campers; and acts as the main contact for parents during the day. Previous experience working in a classroom, as a camp counselor, or with youth groups is required. Classroom and staff management skills are necessary. **\$300/week.****

**Adventure Leaders (2 positions, 1 man, 1 woman 19+) are responsible for leading and instructing outdoor recreation skills and outdoor on and off campus activities including: wilderness camping, hiking, canoeing, rock climbing, and backpacking. Adventure Leaders will also participate as resident camp counselors. Red Cross Lifeguard certification desired. Experience is necessary. **\$240/week.****

**Resident Camp and Day Camp Counselors (12 positions 6 men, 6 women, age 18+) are responsible for the oversight, safety, and care of campers throughout the day and evening. They provide instruction, motivation, encouragement, and a willingness to engage with each camper in a supportive way. Counselors must be creative and dedicated to building a Christian community within their small group and within the camp. Counselors will lead and/or facilitate activities according to their particular skills or special talents. Counselors must be responsible, mature, and conscientious as they lead with patience, kindness, compassion, and love. Counselors make a camper's experience memorable by nature of the close-knit relationship that small-group camping provides. Experience with children is essential. Experience in outdoor living, canoeing, nature study, arts and crafts, field games, sports, drama, music, and/or other camp program skills will be favorably considered. **\$190 /week.****

**Swim Instructor/Lifeguard (2 positions 18+) must have Red Cross Lifeguard training course that includes CPR for the Professional Rescuer (CPRO) and First Aid, equipment-based rescues for aquatic environments, accident prevention, and decision-making skills or equivalent certifications. Swim Instructor/lifeguard will also function as a camp counselor as applicable. **\$190/week.****

**Photographer/Videographer (1 position, 18+) responsible for collecting superlative digital images of camp activities to display on social media. Must have own camera, computer, etc. Experience required. This position will also function as a camp counselor as applicable. **\$190/week.****

**Cook (1 position, 19+) responsible for preparing meals for large groups in accord with Kitchen manager. Must be experienced in all aspects of healthy and sanitary kitchen practices. This position will also function as a camp counselor as applicable. **\$190/week.****

# The Application Process

## Phase 1:

1. Complete the written application form.
2. Return to Holston Center by Email or US Mail.
3. A thorough background check will be conducted on each applicant, including reference checks, a criminal background check, and sex offender registry check.

## Phase 2:

1. An interview will be arranged.
2. You will be notified of our decision and, if to be hired, sent a contract with a detailed job description, health forms and other information.

**COMPLETE AND FORWARD TO INFO@HOLSTONCENTER.ORG**

### Position(s) applying for:

- Summer Program Director (age 21+)
- Adventure Leader (age 19+)
- Swim Instructor/Lifeguard (age 18+)
- Cook

- Day Camp Director (age 19+)
- Camp Counselor (age 18+)
- Photographer/Videographer (age 18+)

Name First \_\_\_\_\_ Middle \_\_\_\_\_ Last \_\_\_\_\_

Preferred to be called \_\_\_\_\_

S.S.# \_\_\_\_\_ D.O.B. \_\_\_\_\_ Age \_\_\_\_\_ M / F \_\_\_\_\_

Current address (mail) \_\_\_\_\_

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

Primary phone # \_\_\_\_\_ Email \_\_\_\_\_

Church of which you are a member: \_\_\_\_\_ Denomination \_\_\_\_\_

Address \_\_\_\_\_

Minister's Name \_\_\_\_\_ Minister's Phone #: \_\_\_\_\_

Other church you attend \_\_\_\_\_ Denomination \_\_\_\_\_

Address \_\_\_\_\_

Minister's Name \_\_\_\_\_ Minister's Phone #: \_\_\_\_\_

What leadership roles in church have you held?  
\_\_\_\_\_

Do you have a valid driver's license?  YES  NO

Chauffeurs license?  YES  NO

In the following list, put a (1) by the activities you can LEAD or TEACH and a (2) by the activities you can ASSIST:

### Arts & Crafts:

- \_\_\_\_\_ Sketching/painting
- \_\_\_\_\_ Macramé bracelets
- \_\_\_\_\_ Ceramics
- \_\_\_\_\_ Tie Dye
- \_\_\_\_\_ Other

### Outdoor Living Skills:

- \_\_\_\_\_ Backpacking/camping
- \_\_\_\_\_ Survival skills
- \_\_\_\_\_ Outdoor cooking
- \_\_\_\_\_ Rock Climbing/rappelling
- \_\_\_\_\_ Low Ropes/Team Building
- \_\_\_\_\_ Orienteering

### Nature Skills:

- \_\_\_\_\_ ID Animals
- \_\_\_\_\_ ID Trees/plants/flowers
- \_\_\_\_\_ ID Rocks/Minerals
- \_\_\_\_\_ Weather/Astronomy
- \_\_\_\_\_ Ecology/Environment
- \_\_\_\_\_ Gardening

### Music:

- \_\_\_\_\_ Singing
- \_\_\_\_\_ Piano
- \_\_\_\_\_ Guitar
- \_\_\_\_\_ Other

### Aquatics:

- \_\_\_\_\_ Swimming
- \_\_\_\_\_ Canoeing
- \_\_\_\_\_ Kayaks
- \_\_\_\_\_ Paddle boards
- \_\_\_\_\_ Water games

### Other Activities:

- \_\_\_\_\_ Initiative games
- \_\_\_\_\_ Small Group leadership
- \_\_\_\_\_ Skits/Drama
- \_\_\_\_\_ Storytelling
- \_\_\_\_\_ Field games
- \_\_\_\_\_ Archery

### Work History (3 most recent)

1) Employer: \_\_\_\_\_

Address (City and State): \_\_\_\_\_

Supervisor: \_\_\_\_\_ Phone: \_\_\_\_\_

Position: \_\_\_\_\_ From: \_\_\_\_\_ To: \_\_\_\_\_

Responsibilities \_\_\_\_\_

2) Employer: \_\_\_\_\_

Address (City and State): \_\_\_\_\_

Supervisor: \_\_\_\_\_ Phone: \_\_\_\_\_

Position: \_\_\_\_\_ From: \_\_\_\_\_ To: \_\_\_\_\_

Responsibilities \_\_\_\_\_

3) Employer: \_\_\_\_\_

Address (City and State): \_\_\_\_\_

Supervisor: \_\_\_\_\_ Phone: \_\_\_\_\_

Position: \_\_\_\_\_ From: \_\_\_\_\_ To: \_\_\_\_\_

Responsibilities \_\_\_\_\_

### Professional References:

Please list 3 people **who are not related to you** who will act as a reference for you. These people should be knowledgeable not only about your character, but should know your qualifications for the positions for which you are applying. We would prefer for one of them to be your pastor, church educator, youth leader or another person from your church. Please list below the names and phone numbers of the persons you ask to be a reference for you.

1)Name: \_\_\_\_\_ Phone: \_\_\_\_\_

2)Name: \_\_\_\_\_ Phone: \_\_\_\_\_

3)Name: \_\_\_\_\_ Phone: \_\_\_\_\_

### Education:

Did you graduate from high school?  YES  NO  GED

High School: \_\_\_\_\_

Address (City and State): \_\_\_\_\_

Personal interests/studies/achievements: \_\_\_\_\_

\_\_\_\_\_

College: \_\_\_\_\_

Address (City and State): \_\_\_\_\_

Degree: \_\_\_\_\_ From: \_\_\_\_\_ Date of Graduation: \_\_\_\_\_

Personal interests/studies/achievements: \_\_\_\_\_

\_\_\_\_\_

College: \_\_\_\_\_

Address (City and State): \_\_\_\_\_

Degree: \_\_\_\_\_ From: \_\_\_\_\_ Date of Graduation: \_\_\_\_\_

Personal interests/studies/achievements: \_\_\_\_\_

\_\_\_\_\_

**Personal Questions (confidential)**

Are there any physical, emotional, social or academic factors we should know about which might prevent you from completing the summer and/or living up to our expectations for summer staff?  YES  NO If YES, please explain.

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Have you ever been convicted of a felony or misdemeanor?  YES  NO If YES, please explain.

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Have you ever been the subject of an investigation by the Department of Family and Child Services or comparable government entity for abuse of any kind, including child abuse, sexual abuse, etc.?  YES  NO If YES, please explain.

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Have you ever been treated or hospitalized for alcohol or substance abuse, an emotional disorder, or psychiatric illness?  YES  NO If YES, please explain.

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*In submitting this application, I understand that a satisfactory personal interview is a prerequisite to being accepted for the position for which I am applying.*

*I hereby authorize, by my signature below, Holston Presbytery, Holston Presbytery Camp & Retreat Center, its agents and employees, to contact for verification any and all references, employers, law enforcement agencies, doctors and health care providers and to specifically release Holston Presbytery and Holston Presbytery Camp & Retreat Center of any and all claims arising from such inquiries or contacts, and further, release any and all persons and entities from any claim arising from their responding to such inquiries or contacts. By my signature, I verify that all information on this application is true to the best of my knowledge and understand that any falsification on my part is grounds for not being hired or termination of employment with Holston Camp.*

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

**NOTE: All statements become part of any future employee's personal file.**