



# Summer Staff Application

156 Albemarle Drive  
Newport, NC 28570  
Phone: (252) 726-4848  
Fax: (252) 726-0621  
www.campalbemarle.org

First Name \_\_\_\_\_ Last Name \_\_\_\_\_ Date of Birth \_\_\_\_\_

Email \_\_\_\_\_ Gender \_\_\_\_\_ SSN \_\_\_\_\_

T-shirt Size \_\_\_\_\_ Driver's License # \_\_\_\_\_ State Issued \_\_\_\_\_

Cell Phone \_\_\_\_\_ Alternate Phone \_\_\_\_\_

Permanent Street Address \_\_\_\_\_

School Street Address \_\_\_\_\_

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

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

Position of Interest \_\_\_\_\_

Counselor, Program Staff (Waterfront, Challenge, Arts and Crafts), Aquatics Director, Leadership/Adventure Staff, Health Officer, Media Specialist (Photographer), Environmental Program Coordinator, Chaplain

Did you attend Camp Albemarle as a camper? \_\_\_\_\_

Returning Staff? \_\_\_\_\_ # of Years on Staff? \_\_\_\_\_

Current School \_\_\_\_\_ Grade/Year \_\_\_\_\_ Major \_\_\_\_\_  
(if applicable)

When does your 2011-2012 school year end? \_\_\_\_\_

When does your 2012-2013 school year begin? \_\_\_\_\_

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

By signing this application I give permission to Camp Albemarle to perform a Criminal Background Check.

Please answer the questions below  
and attach to the application:

1. Have you worked on staff for Camp Albemarle in previous summers? If so, how many summers and in which positions?
2. Please briefly share your faith statement.
3. What has being a Christian meant in your life over the past year in relation to yourself, family, peers, and community?
4. In what ways are we as a camp called to reach out and welcome the staff, campers and families? What role does staff play in this?
5. In believing that the development of spiritual leaders is critical for the church, in what way have you been called to be a spiritual leader? What do you feel is one of your strengths as a leader?
6. Why is a summer camp experience important for children? Why do you feel called to serve at Camp Albemarle?
7. Are you currently a member of a local church and if so which one? In what ministries do you participate?
8. What other activities and organizations are you a part of that might be relevant to your work at Camp Albemarle?
9. Current Skills Training and Certifications (ie. First Aid, CPR, Lifeguard, Ropes Course, Orienteering, Boating/Sailing, musical instrument...)
10. Have you ever been arrested or convicted of a crime?
11. As a representative of a Christian Camp, are you willing to follow the standards of dress, conduct and accountability as stated in the policies listed above?
12. Camp work is very physically demanding. Are there any health or other issues that would prevent you from fully participating in camp life?
13. Anything else you want us to know?

Provide three references; with at least one reference that has seen or observed you in a service/working setting and at least one reference that is a spiritual/church leader. No relatives please. After choosing your references, please e-mail them the linked, online Reference form or give them a hard copy if preferred. The references must be submitted in order for your application to be considered complete and ready for review. The reference form can be found on the website at [campalbemarle.org/referenceform.pdf](http://campalbemarle.org/referenceform.pdf)

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## PHILOSOPHY FOR SUMMER PROGRAMS AT CAMP ALBEMARLE

The theological basis for camping ministry is the conviction that God is revealing himself through His Word and His works, and that the camp experience is a unique way, which God's self-revelation can take place. The mission of Camp Albemarle is evangelistic in the fullest sense that is, to share the gospel of God in Jesus Christ in order that persons may respond with the dedication of life in the fellowship of the church and in Christian service. The camp ideally opens the door to wholesome community of Christian faith and love, in which significant experiences of self discovery, decision-making, and value building take place. It affords periods for activities that deepen faith in God, renew energies, give direction to life, shape self fulfilling skills, and give guidance for creative use of leisure.

The camp program is intended to be an integral part of the total Christian life. In this sense it supplements the activities of one's family and church. It becomes a setting with a large block of time aimed at the Christian growth of young people and leaders. Attendance at camp also can give a clearer awareness of Christian fellowship beyond the circle of local congregation. The coastal scene of Camp Albemarle offers a special environment where helpful growth may take place for a camper, in relation to oneself, to other persons, to God in Jesus Christ, and to the created world. This experience of growth may be described as Christian education in the out-of-doors.

The camp provides a setting and experience in which can take place leadership development beneficial to individuals and the church. The camp program likewise affords opportunities for Christian worship in informal and natural scenes. There is time for personal and group Bible study, prayer, thoughtful discussion, creative expression, and wholesome recreation. And there is encouragement toward recognition of stewardship responsibilities for the earth with its resources and for all human talents.

### Summer Camp Guidelines

As a member of the staff at Camp Albemarle, you are a role model. Your actions are closely watched by campers and parents alike. With this in mind, we have the following expectations for your actions and behavior, not only during "on duty time" but as an overall indication of your faith and character.

As a staff member you are expected to fully participate in the activities of camp with the campers. You are to be timely to activities and prepared for your responsibilities. You are to model proper care and respect for the camp facilities and equipment. Staff are allowed to use camp equipment on their own time provided they clear the use with the administrative staff and the equipment isn't needed for camper programs. Staff will be responsible to repair or replace damaged or lost equipment that they borrow.

If you have a disagreement with another staff member, you are expected to resolve the disagreement in a mature, respectful manner. If you are unable to resolve the matter, you should bring it to one of the administrative staff. You should not involve other staff or campers in the matter.

Dress – Summer in North Carolina is hot! We want you to be comfortable while at the same time, showing modesty in your dress. We ask that shorts and tops not be revealing. Shirts should not advertise tobacco, alcohol, or other questionable products or places. They should be free of profanity or any sexual connotation. Dressing up for the dance is a fun part of the activity. Please make certain that the same standards of modesty are observed, and encourage your campers to do the same.

Tattoos/piercings – Tattoos are held to the same standards as dress, in that they should be free of questionable references to alcohol or drug use and that they should be free of profanity or any sexual connotation. The administration reserves the right to request that questionable tattoos be covered by clothing or other means. Piercings should be limited to the ears. Others must be removed while on duty.

We are requiring that female staff wear one piece bathing suits (no "cut-outs") and that male suits be modest "trunks" and not revealing in any way. When not at the pool or the waterfront, staff will wear t-shirts or other appropriate cover-ups if wearing their bathing suits.

Alcohol and illicit drugs have no place at camp. The use of alcohol or illicit drugs at camp is cause for immediate dismissal. Our actions are also closely watched by the community. Use of alcohol and drugs even during time off is not in keeping with our standards as followers of Christ (1 Timothy 3), and may also result in dismissal.

Living at camp requires lots of close contact with each other. The lodge in particular can be challenging as it is necessarily "co-ed". In order to provide a comfortable living/working environment, and to show and model respect for each other, we expect the following standards to be met.

- You may not enter the cabin or lodge room of the opposite gender
- All staff should be dressed appropriately whenever they are outside of their cabins/bedrooms.
- All staff should pick up after themselves, both in their cabins/bedrooms and in the common areas.
- Remember, campers regularly access certain areas of the lodge. This is another opportunity to be a role model through our actions.
- Staff living in the Lodge are to be respectful of other's need

For sleep and privacy and keep noise levels down. While there is currently no curfew, if the administrative staff finds that staff are not getting appropriate amounts of rest and it is affecting performance, one may be enforced.

Visitors- You must first receive permission from the administrative staff before having visitors at camp. We have a duty and responsibility to our campers and their parents to know who is on the property at all times. If permission is granted, please remember that you are on duty, and your visit should not interfere with your responsibilities. Your guest will be expected to abide by all of the rules and standards of the camp.

One of the great things about being on the camp staff is all the amazing people that you meet and get to know. It would be unrealistic to assume that some staff would not feel attracted to each other and in some cases desire to begin a dating relationship. The expectation for camp is that the relationship will not interfere with job performance; that those involved act in a way that is God honoring and that the relationship isn't apparent to campers and staff. It is preferable that staff do not date during the term of employment.

Gossip, sexual innuendo, foul language or off-colored jokes have no place at camp and will not be tolerated at any time, especially in front of campers.

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