

Eagle Rock

Summer Staff Application

Please complete and return to:
Eagle Rock – c/o Nathan Pandolfi
P.O. Box 5405
Maryville, TN 37802
Or email at nathan@eaglerockcamp.com

Applications are due by April 1st. Please do not wait, we do hire before that time.

Personal Information

Permanent Address _____ City _____ State _____ Zip _____

Full Name _____ M / F (circle one)

Age _____ Email _____

School Name (current) _____ School Name (next year) _____

Present Address _____ City _____ State _____ Zip _____

Date through which address is good _____ Date summer begins _____

Home Phone _____ Cell Phone _____

Social Security Number _____ Date of Birth _____ Shirt Size _____

Father's Name _____ Phone (H) _____ (W) _____

Mother's Name _____ Phone (H) _____ (W) _____

In case of emergency, notify (besides parents) _____

Relationship to you _____ Phone _____

What date could you start? _____ What date would you have to leave? _____
(there is a requirement of an 9 week minimum commitment for all summer staff counselors)

Have you ever been convicted of or pleaded guilty to a misdemeanor or felony crime? _____

If yes, please explain _____

Is there anything now or in the past that would hinder your ability to work with & minister to youth? _____

If yes, please explain _____

Employment Experience

Employer	Phone Number	Position
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

School Name/Dates Attended/Diplomas, Awards, Honors

High School _____

College _____

College _____

Educational/Technical Training _____

Other _____

Health Information

This is confidential information and will be guarded as such!

You should not apply if the following exists:

- ◆ If you have severe allergies that would not allow you to fulfill your job responsibilities.
- ◆ If you have a contagious, infectious, or transmittable disease.
- ◆ If you are engaged in any sexual relationship outside of heterosexual marriage.
- ◆ If you use illegal drugs.
- ◆ If you do not have up-to-date immunization records.

Please answer the following questions so we can better evaluate your application:

To your knowledge are you in good health? _____ When was your last physical exam? _____

What was the general result? _____

Have you been hospitalized or under a doctor's care in the last 2 years? _____

If yes, give details: _____

Are you given to mental depression? _____ Anxiety? _____ Moodiness? _____

If so, please explain causes, length of time, and remedies: _____

Do you consider yourself energetic? _____ Would you say you have a lot of stamina? _____

Do you have any physical, mental, or emotional limitations caused by birth, sickness, or accident? _____

If yes, please explain. (Employment will not be refused because of limitation unless it will hinder you from fulfilling job requirements. Our knowledge of a disability will help us properly place you.) _____

Do you have a need of a special diet? _____ If yes, please explain _____

Do you regularly use any medication (including over the counter medication)? _____ If yes, please state when, what type of drug, and if you have any physical or mental problems as a result. _____

To protect applicants from possible danger to themselves, are you known as a sleep walker? _____

**** If you are hired, you are obligated to inform the Eagle Rock Program Director of anything that may change your answers to the questions above between now and the end of your employment.***

Camp Skills

Competence/Experience: Summer staff has the opportunity to minister in a variety of ways. Please tell us your skill level. **#1** – Highly Skilled – could organize, coach, or teach proficiently **#2** – Moderately Skilled – could actively assist with leadership **#3** – Recreational Sport – can participate, but not skilled **#4** – Minimal or no exposure

Musical Worship:

- _____ Leading by instrument
- _____ Play instrument (What _____)
- _____ Singing
- _____ Sound Board/AV

Outdoor Living Activities:

- _____ Ropes Course
- _____ Rappelling
- _____ Outdoor Living Skills/Orienteering

Leadership:

- _____ Leadership
- _____ Counseling
- _____ Small Group

Gym Sports:

- _____ Basketball
- _____ Volleyball
- _____ Others: _____

Activities:

- _____ Canoeing
- _____ Ping-Pong
- _____ Foosball
- _____ Hiking
- _____ Swimming
- _____ Billiards
- _____ Others: _____

Field Sports:

- _____ Football
- _____ Soccer
- _____ Others: _____

The Arts:

- _____ Arts & Crafts
- _____ Dance
- _____ Photography
- _____ Others: _____

Camp Skills (continued)

Please check skills in which you are currently certified:
**** Please put expiration date next to any certifications****

_____ Emergency Medical Technician	_____ Canoeing
_____ Rock Climbing, Rappelling, Ropes	_____ Emergency Water Safety
_____ Lifeguard Training	_____ C.P.R.
_____ Red Cross First Aid	_____ Other: _____
_____ First Responder	

Christian Experience

Please answer Parts I-III on a separate typed sheet of paper – please be concise!

Please answer the following questions openly and honestly. We are not looking to judge you but rather get to know you! Relax and don't worry about how you think it sounds.

Part I: What are your beliefs about the following:

- Jesus Christ
- The Bible
- Salvation
- Holy Spirit
- Heaven / Hell
- Evangelism

Part II: Spiritual Autobiography

Please give us a spiritual autobiography explaining the date and circumstances under which you became a Christian. How have you grown since then and what have been your biggest challenges?

Part III: Getting to know you!

1. How did you hear about Eagle Rock, and what do you know about it?
2. What church do you attend?
3. What type of work do you really enjoy or find fulfilling?
4. What ministries or jobs have prepared you for camping ministry?
5. If a young person asks you why they need salvation and how to become a Christian, what would you say?
6. What is your philosophy of youth and children's ministry? In other words, what works and what doesn't?
7. What is the single biggest challenge to kids believing in Christ today? How is it demonstrated in our world?
8. Where do you stand on these issues: alcohol, drugs, homosexuality, and premarital sex? Have you been involved in any of these areas? If yes, how long ago was it?
9. What would be some of your goals for you ministry at Eagle Rock, and how would you know if you were successful?
10. What future occupation would you like to pursue?

References

1. Please give a reference form to an adult who knows you well (not a relative or peer) in each of the categories listed below. Include your name and the position you are applying for on each form.
2. The reference form may be mailed to ER/Nathan Pandolfi, P.O. Box 5405, Maryville, TN, 37802 or emailed to Nathan@eaglerockcamp.com Applications will not be processed until at least two references have been received.

Christian Worker:

Name _____ Position _____ Phone _____

Address _____

City _____ State _____ Zip Code _____

Employer:

Name _____ Position _____ Phone _____

Address _____

City _____ State _____ Zip Code _____

Pastor:

Name _____ Position _____ Phone _____

Address _____

City _____ State _____ Zip Code _____

I give Eagle Rock permission to contact the above preferences

Applicants signature _____ Date _____

Cultural Gray Areas

There are cultural issues that should be addressed continually by Christians and ministries. Over the past 40 years these cultural issues have included: girls wearing pants, guys having long hair, tattoos, body piercings, etc. Many times Christians have had differences of opinions whether it be these issues or others relating to conformity to the world. (Romans 12:2) While some issues may seem silly on non-controversial to you, we desire to be sensitive to the viewpoint of the guests we serve from all over the world.

When dealing with these issues, Eagle Rock staff should consider the following:

- The primary consideration for the staff is the condition of the heart. (Romans 14:17)
- A person's dress and physical condition can be a reflection of the heart. (Romans 14:15-21)
- This is more of an issue of staff dress rather than camper dress. We will not make an issue of camper's dress as long as it is not immodest or anti-God. (Romans 14:12-13)
- ER Staff are considered to be teachers of the Word of God and are held to a high standard (James 3:1)
- ER staff are considered to be role models for our campers to emulate. (1 Corinthians 11:1; 1 Thessalonians 1:6-7; Romans 14:21; Luke 6:40)
- Because we serve a conservative clientele and desire our staff to be role models, Eagle Rock staff should be slow to accept any controversial practices of the day. Therefore, it is Eagle Rock policy to minimize the presence of any potentially offensive or point of stumbling block in order to ensure the most effective ministry possible. (Romans 14:13; 17-19)
- When there is a question that is difficult to discern, the Executive Director should be called upon to make the final decision.

Verification

As consideration for the above named supervisor's agreement to consider my application, I hereby authorize him/her to engage in background checks regarding any and all statements I have made on this application and further, to obtain any other information regarding my previous employment, my veracity, my skills and/or abilities which the above named supervisor may deem relevant. I authorize any reference listed in this application to give you any information (including opinions) that he/she may have regarding my aptitude for pre-adolescent or youth work. In consideration of the receipt and evaluation of this application by ER, I hereby release any reference from any and all liability for damages of whatever kind of nature which may at anytime result to me, my heirs, or family, on account of compliance or any attempts to comply, with this authorization. I waive any rights I may have to inspect any information provided about me by any reference in this application. I further state that **I HAVE CAREFULLY READ THE FORGOING RELEASE AND KNOW THE CONTENTS THEREOF AND SIGN THIS RELEASE AS MY OWN FREE ACT.**

Applicants Signature _____ Date _____

Eagle Rock

Confidential Reference Form

Mail to: Eagle Rock – c/o Nathan Pandolfi

P.O. Box 5405 Maryville, TN 37802

Or Email: nathan@eaglerockcamp.com

Name of Applicant _____ Position Applying for: _____

How long have you known this person? _____ In what capacity? _____

Do you know this person on a one-on-one basis or in a group context? _____

If group, what size of group? _____

The above person has applied for a summer position at Eagle Rock Camp. We are looking for individuals who have a strong Christian faith, enthusiasm, initiative, and a love for working with kids primarily between the ages of 8-18. Because of the importance of the work and task of selecting the right staff, we would appreciate your candid opinion of the applicant.

****All of this information will be kept confidential****

With “1” being displays the characteristic “not at all”, and “10” being displays the characteristic “very much”, please circle the appropriate number:

	Not at all										Very Much	Any Comments List Beside...
Teachable	1	2	3	4	5	6	7	8	9	10	_____	_____
Prompt	1	2	3	4	5	6	7	8	9	10	_____	_____
Follows Directions	1	2	3	4	5	6	7	8	9	10	_____	_____
Follow-Through Ability	1	2	3	4	5	6	7	8	9	10	_____	_____
Selfish	1	2	3	4	5	6	7	8	9	10	_____	_____
Emotionally Balanced	1	2	3	4	5	6	7	8	9	10	_____	_____
Friendly	1	2	3	4	5	6	7	8	9	10	_____	_____
Trustworthy	1	2	3	4	5	6	7	8	9	10	_____	_____
Outgoing	1	2	3	4	5	6	7	8	9	10	_____	_____
Gets Along w/ Others	1	2	3	4	5	6	7	8	9	10	_____	_____
Leaders of peers	1	2	3	4	5	6	7	8	9	10	_____	_____
Leader of Children	1	2	3	4	5	6	7	8	9	10	_____	_____
Work w/ Children	1	2	3	4	5	6	7	8	9	10	_____	_____

Works w/ Teens	1	2	3	4	5	6	7	8	9	10	_____
Temperamental/Angry	1	2	3	4	5	6	7	8	9	10	_____
Tactful	1	2	3	4	5	6	7	8	9	10	_____
Intelligent	1	2	3	4	5	6	7	8	9	10	_____
Understands Faith	1	2	3	4	5	6	7	8	9	10	_____
Honest/Transparent	1	2	3	4	5	6	7	8	9	10	_____
Organized	1	2	3	4	5	6	7	8	9	10	_____
Flexible	1	2	3	4	5	6	7	8	9	10	_____

Please comment on the applicant's spiritual life (if knowledgeable). _____

I recommend _____ I do not recommend _____ hiring the applicant (check one)

What specific reason would you give for hiring or not hiring the applicant? _____

I expect the applicant's work to be: (circle one) Superior Good Average Poor

Would you want the applicant to be your child's counselor at camp? Why or why not? _____

_____ Signature

Print your name _____
 Date _____

Position _____ Phone _____

Address _____

City _____ State _____ Zip Code _____

Email Address _____

Thank you so much for completing this reference form. It is very important to us that we hire quality people to work with the campers that come to Eagle Rock. If you have any questions please call Nathan Pandolfi at (863) 255-9876 or email at nathan@eaglerockcamp.com Thanks again for your help!