

# 2010 Black Rock Retreat Summer Camp Staff Application Packet



PLEASE PRINT CLEARLY

Name: \_\_\_\_\_

Nickname (optional): \_\_\_\_\_

Present Address: \_\_\_\_\_

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

Phone: \_\_\_\_\_ Cell: \_\_\_\_\_

Permanent Address: \_\_\_\_\_

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

Phone: \_\_\_\_\_ Best time to be reached: \_\_\_\_\_

Email Address: \_\_\_\_\_

Are you at least 16 years of age? YES NO

Drivers License Number: \_\_\_\_\_ State: \_\_\_\_\_ Class: \_\_\_\_\_

After acceptance can you submit a birth certificate or other proof of US Citizenship?  
YES NO

Parent(s)/Guardian(s): \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

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

Emergency Contact Person: \_\_\_\_\_ Relationship: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

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

Do you have any charges pending against you and/or have you ever been convicted of or pleaded "no contest" to a felony or misdemeanor resulting in imprisonment or a fine over \$500 during the last ten (10) years? YES NO

If yes please explain on a separate sheet of paper.

Do you object to Black Rock Retreat conducting a background check? YES NO

Have you ever served at Black Rock Retreat? YES NO If Yes, what year/s and position/s? \_\_\_\_\_

How did you learn about Black Rock Retreat? \_\_\_\_\_

What Church do you attend? \_\_\_\_\_

Pastor's Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Would you allow us to view your Myspace, Facebook or Blog, etc? YES NO If Yes please provide web address and/or profile name (optional): \_\_\_\_\_

**INSTRUCTIONS:** Please complete the entire Application Packet and return to:

Summer Camp Director

Black Rock Retreat

1345 Kirkwood Pike

Quarryville PA 17566

717 529 3232

800 858 9299 x122

717 786 6022- fax

scdirector@blackrockretreat.com

Visit us on the web at  
www.blackrockretreat.com

## Positions Available

Please number the top 3 choices of positions you are applying for in order of preference.

- Senior Counselor \_\_\_\_\_
- Junior Counselor \_\_\_\_\_
- Men's Director \_\_\_\_\_
- Women's Director \_\_\_\_\_
- Program Director \_\_\_\_\_
- Program Administrator \_\_\_\_\_
- Ropes Course Director \_\_\_\_\_
- Dining Room Hostess \_\_\_\_\_
- Health Care Manager \_\_\_\_\_
- Media Specialist \_\_\_\_\_
- Program Assistant \_\_\_\_\_
- Maintenance Host \_\_\_\_\_
- Crafts Director \_\_\_\_\_

Please provide a photograph of just yourself, taken within the past year, which we may use for a staff picture board if you are hired. A "head shot" from shoulders up is preferable. This photograph may or may not be returned to you or in good condition if/when returned. Keep that in mind when selecting a photograph to submit.

EDUCATION	HIGH SCHOOL	COLLEGE OR UNIVERSITY
SCHOOL NAME		
YEARS COMPLETED		
DIPLOMA/DEGREE		
COURSE OF STUDY		

Honors awards, extra curricular activities, training programs, volunteer work, etc:

Certifications & Training (Please circle all that apply):  
 Lifeguard    Archery    CDL    Ropes Course    RN LPN CNA    EMT  
 First Aid    CPR    Other:

### EMPLOYMENT HISTORY

Company Name: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Company Address: \_\_\_\_\_  
 Supervisor's Name/Title: \_\_\_\_\_  
 Dates of Employment: \_\_\_\_\_ to \_\_\_\_\_ Reason for leaving: \_\_\_\_\_  
 Position/Title: \_\_\_\_\_  
 Responsibilities: \_\_\_\_\_

Company Name: \_\_\_\_\_ Phone: \_\_\_\_\_  
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Company Name: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Company Address: \_\_\_\_\_  
 Supervisor's Name/Title: \_\_\_\_\_  
 Dates of Employment: \_\_\_\_\_ to \_\_\_\_\_ Reason for leaving: \_\_\_\_\_  
 Position/Title: \_\_\_\_\_  
 Responsibilities: \_\_\_\_\_

# Black Rock Retreat Philosophy of Ministry

## Mission Statement of Black Rock Retreat:

Black Rock Retreat is dedicated to spreading the Gospel of Jesus Christ and strengthening His church. We provide quality facilities and a serving staff within a refuge of God's creation, which encourages spiritual growth and restoration.

## Core Values

Black Rock Retreat follows a set of core values which are fundamental to our business operations and our interaction with others, both employees and those we serve. These core values are:

**MINISTRY** – We recognize that the primary focus of this organization is ministry and evangelism. We are committed to remaining true to our Statement of Faith as we provide an atmosphere where both children and adults can experience spiritual and personal growth, restoration, and encouragement. We are committed to recognizing the changing needs of those we serve and being willing to adapt our ministry to meet those needs as the Lord leads.

**TEAMWORK** – Our ability to effectively meet the needs of those we serve requires both teamwork and Christian unity. We are committed to working together as a team within and between individual departments as well as maintaining a team focus in our overall performance. Using a team approach to merge individual ideas with the goals of the organization maximizes our effectiveness.

**PEOPLE** – Because we are all created in God's image, we recognize that people are our most valuable asset. We are a team combining our talents and resources to serve our guests and each other in a Christ-like manner. Our ability to do this depends on how we interact with our guests, volunteers, Board, the Association and our fellow staff members. We must mutually respect each other's needs and aspirations while embracing accountability as an indispensable attribute of a successful team.

**STEWARDSHIP** – Stewardship means managing all of the resources God has entrusted to us wisely and responsibly. These resources include our guests, grounds, facilities, natural environment, finances, staff, volunteers, Board, and Association. We are committed to exercising good stewardship in every facet of our ministry.

**QUALITY** – Quality is recognizing and establishing appropriate standards and then managing ourselves and our organization to meet those standards. We will strive to maintain quality in our grounds, facilities, programs, and services as well as employing and training quality staff members.

**SAFETY** – Safety is the value we place on the well-being of ourselves and those we serve. Recognizing that God is our protector, we are also committed to providing both training and a safe work environment for our staff and our volunteers, as well as a place of physical and emotional safety for those we serve.

## Statement of Faith

We are committed to a Biblical faith which believes in:

- The complete inspiration of the Old and New Testaments as the Word of God.
- The triune God-Father, Son, and Holy Spirit.
- The deity of the Lord Jesus Christ, His substitutionary atonement for sin, His bodily resurrection, and His personal, visible return to earth to reign in righteousness and glory.
- The person of the Holy Spirit and His work of conviction, regeneration, and sanctification; Who indwells every believer.
- The necessity of the new birth, in salvation by faith in Jesus Christ alone.

## Some Benefits of Summer Camp Ministry at Black Rock Retreat

**PURPOSE!** It is true that an intentional part of camp is to offer a program that is full of fun and high energy activities so that our campers have a blast and want to come to camp. Yet, the program is just a tool that we use to reach into the campers' lives and help them consider their relationship with God and His purpose for their lives. Summer camp ministry provides a unique and effective environment in which you can explore God's purpose for your life in a community of people seeking that same goal, all while helping campers discover God's greater purpose for their lives as well!

In Matthew 22:34-40, Jesus gives us the two greatest commandments in scripture, which could be summarized by the phrase "Love God, Love People!" We are looking for staff who are serious about drawing near to God by loving and serving others, sharing and living out their faith in Christ, and having a blast while doing it! Whether counseling, lifeguarding, tending 'boo-boos' or splitting wood, a summer of camp ministry can truly have a significant impact on the life of a camper... and on yours! For over 50 years, Black Rock has been a place that God has used to draw people to Himself. What greater purpose can there be in life than that?

**PROVISION!** We know how difficult it is to meeting the extremely challenging financial demands that the average summer staff person faces today. That's why it's our privilege to be able to offer a **base salary for first time staff of \$220 per week for the entire 10 week program**, including pre-camp training. This salary is in addition to room and board, meals, and workman's compensation coverage.

There is another option for staff to consider which can lead to receiving additional income. **Summer staff have the option of soliciting financial contributions from their church, family and friends for Black Rock which are then distributed back to them in the form of a scholarship in addition to their base salary!** Since we are a non-profit organization, anyone who contributes to Black Rock's ministry in this way will receive a **tax-deductible receipt** for their gift, and the staff person receives 90% of the money that is raised, while Black Rock retains 10% for administrative processing fees! There is also a weekly salary cap that donations and the base salary combined must stay under. Just consider yourself a "summer missionary" at Black Rock, and watch God provide for your financial needs at the same time! This experience can truly benefit everyone involved!

References (Required): Please list two employers or ministry supervisors and one character reference that we may send reference forms to. Please Do Not list fellow students or relatives, but rather adult friends who know you well (ie pastor, employer, missions trip leader, teacher, professor, etc)

Name: _____	Relationship: _____	Years Known: _____
Company/Title: _____		
Address: _____		Phone: _____

Name: _____	Relationship: _____	Years Known: _____
Company/Title: _____		
Address: _____		Phone: _____

Name: _____	Relationship: _____	Years Known: _____
Company/Title: _____		
Address: _____		Phone: _____

**Please type the answers to the following supplemental questions on a separate pieces of paper:**

- If hired, we expect all staff to commit to being present for all 10 weeks of the Summer Camp Program** (includes Pre Camp training). Please list the dates and times of any and all requests you may have for time off. These requests will be reviewed on an individual basis by the Summer Camp Director.
- Please summarize your past camp and/or ministry experience including the names of the organizations you have been involved with, a general description of your responsibilities and a brief reflection on what you learned from those experiences.
- Please share a little about your hobbies, interests, areas of expertise and how you enjoy spending 'free time.'
- Describe your experience of becoming a Christian.
- Describe where you are in your spiritual pilgrimage, **and** how you intentionally nurture your relationship with God.
- What areas of your life are you presently growing in and what areas are you struggling with?
- How would you describe your personality and style of leadership?
- Why do you want to work at Black Rock **and** describe why you feel you are qualified for the position/s you are applying for?
- Briefly describe the state of youth culture today **and** how you believe summer camp can influence it.
- Describe what discipleship means to you **and** how you have experienced it personally as both a giver and receiver.
- A summer camp staff is full of individuals with very different experiences and beliefs. Group living and personal conduct become key issues to the success of a summer camp program. Please **clearly and concisely describe and explain** your personal views about all the following topics **AND list any applicable Scripture you would use to support your view:**

-God's Purpose & Will for your life (spiritually **and** career)  
-Music, Entertainment & Pop Culture  
-Worship  
-Respect of Authority  
-The Role of the Church  
-Sexuality(**Include homosexuality, premarital & extramarital sex**)

-Speaking in Tongues, Healing & Spiritual Gifts  
-Prayer and Fasting  
-Salvation and Eternal Security  
-Selfishness, Group Living/Community & Staff Relationships  
-Evangelism  
-Handling Conflict

**The fine print! Please read the following thoroughly and carefully. Your signature indicates your agreement.**

I understand that if I am hired by Black Rock Retreat, I am committing myself to fulfilling the expectations of Black Rock Retreat including, but not limited to, Black Rock Retreat's established policies, procedures, standards, regulations, philosophy of ministry, duties, responsibilities and exemplification of a biblical, Christ-centred life as a representative of Black Rock Retreat. **I certify that I voluntarily agree with the Doctrinal Statement of Black Rock Retreat without reservation or coercion and agree to model and teach the principles contained therein in word and action as I fulfill my duties at Black Rock Retreat and in my personal life.**

Black Rock Retreat has my permission to obtain all necessary information from the references that I have listed, or any other applicable and appropriate sources, concerning my prior employment, performance, personal history, character, or criminal record, and I release all such parties from any liability for information provided in good faith. I affirm that I have neither been convicted of, nor am I the subject of pending charges for any offense involving actual or attempted child abuse. I affirm that I am not currently under investigation for such crimes.

I understand that this is an application for employment and does not constitute a contract of any kind. I also understand that Black Rock Retreat may terminate my employment at any time at their discretion, with or without cause or prior notice. If I am dismissed, I will be paid only through the date of my dismissal and agree to return all Black Rock Property in my possession before being eligible to receive final payment of any amount due me upon separation. I certify that the stated information in this application is true and complete to the best of my knowledge. I understand that any misrepresentation or false statement contained herein may be considered grounds for rejection of my application or possible termination if I am employed.

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