

CAMP DEL ORO

About Our Ministry

THE MINISTRY

Camp Del Oro is a Salvation Army summer residential camp offering 6 fun-filled days of recreational and educational programs in a wholesome Christian atmosphere. Nestled in the Sierra foothills, in a beautiful gold mining town, Nevada City, California, and positioned about 60 miles from Sacramento, 70 miles from Lake Tahoe and 140 miles from San Francisco. Campers have an opportunity to appreciate nature in a well-supervised and safe outdoor setting.

Each day campers will have lots of fun while learning social skills and responsibility – from meal time to Chapel to having fun together as a cabin group. Camp Del Oro allows kids to be kids while giving them the opportunity to discover and develop individual skills. Children have the opportunity to select and participate in activities that interest them as well as new and exciting activities.

- ◆ The Salvation Army, an international movement, is an evangelical part of the universal Christian Church. Its message is based on the bible. Its ministry is motivated by the love of God. Its mission is to preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.
- ◆ During the summer, it is our primary goal to introduce each camper to a living relationship with Jesus Christ and to encourage growth in that relationship.
- ◆ Camp Del Oro serves children from throughout **Northern California and Nevada**. These children are between the ages of 6 - 16 and come from a variety of backgrounds and cultures. Applicants should feel comfortable working with these age groups, ethnically diverse backgrounds, and children from various types of home situations from both rural and inner city areas.
- ◆ The children come to The Salvation Army through a variety of Social Service agencies: food banks, foster care, child protective services, shelters, community centers and Salvation Army programs.

VALUES OF SUMMER STAFF

Working at Camp Del Oro is more than just a summer job! It is a ministry for dedicated and hard working individuals with a servant's heart. Of course, this is a tremendous opportunity for you to grow both personally and spiritually. You will leave camp a changed person! We think that you will come away from camp at the end of the summer having had a variety of experiences, memories and friendships that you will cherish for many years to come.

GENERAL QUALIFICATIONS

- *Strong personal commitment to Christ*
- *Desire to share your faith*
- *A love for children*
- *Willingness to serve the Lord and work hard*
- *Sense of humor and creative spirit*
- *Must be able to perform the essential functions of the job with or without accommodation*

COMPENSATION

- **Includes** a salary, room and board and Workers Compensation Insurance. Most camp sessions operate from Monday morning to Saturday afternoon.
- Please note that non-work-related accident and health insurance is *not* provided. There is a nurse on duty on the campgrounds for minor ailments.

GENERAL INFORMATION

- Smoking, use of alcoholic beverages, use of illicit drugs and use of firearms is not permitted. Use of any of these items will be cause for dismissal.
- Staff members must provide their own linens, sleeping bags, towels and personal items.
- Room and Board are provided seven days a week.
- The pool and lakefront are available for staff use when lifeguard is on duty. A sand volleyball court and basketball court are also on the grounds and available for use.
- You will enjoy the many recreational activities opportunities here. For example, hiking trails in the beautiful Sierra foothills, nearby river access, gold rush history related places to visit and great shopping near by.
- Staff members, with proper insurance documentation, may bring a vehicle to camp.

Please contact the camp office for further information ❖ (530) 264-4701

Email: bob.kittle@usw.salvationarmy.org or shevaun.malone@usw.salvationarmy.org

Be a Member of the Camp Del Oro Staff This Summer!

“I think the best thing about camp is that it gives kids the chance to learn so much. They learn that they are important by learning to work together in a cabin or team; they learn their counselors respect them; they learn about choices that they can make that will affect the rest of their lives; they learn about the people around them...everything is a lesson. And, we, as a staff, have the opportunity to be a part of that.”
 - Summer staff 2005

Change a life this summer. Change a child's life . . . Change yours.

If you have any questions regarding the application process please call the camp office at: (530) 264-4701
 email: bob.kittle@usw.salvationarmy.org or shevaun.malone@usw.salvationarmy.org

<u>APPLICATION PROCESS</u>	<u>INTERVIEWS</u>
<p>This packet should include:</p> <p>Application Form</p> <p>4 Reference Forms</p> <p>Information about our Ministry</p> <p>Positions Available</p>	<p>Upon receiving your application we will call you for a phone interview.</p> <p>In some cases we may be able to schedule a personal interview at a local college.</p>
<p>Please complete the application and return it by April 5, 2010. Distribute the reference forms to people that know you the best. It isn't necessary to return the references with your application. Please have your references mail the form directly to camp as soon as possible. Be sure to write your name clearly on the reference form.</p>	<p><u>2010 Tentative College Schedule</u></p> <p>Simpson University - Redding, CA</p> <p>UC Davis – Davis, CA</p> <p>Sacramento State – Sacramento, CA</p> <p>William Jessup University- Rocklin, CA</p> <p>Please call the camp for college visitation dates & times.</p>

THE SALVATION ARMY -- CAMP DEL ORO

AVAILABLE MINISTRY POSITIONS

The Salvation Army's hiring representatives look for dedicated and enthusiastic people who have a personal Christian commitment and a desire to share God's Word.

All Positions are paid and include room and board

LEADERSHIP PROGRAM POSITIONS *(All program positions 21 years of age or older)*

PROGRAM DIRECTORS (DISCOVERY CAMP & TEEN CAMP) - Contract Dates: May 18 through August 22, 2010
Responsibilities: Supervise staff. Plan and lead the daily program. Plan camp program themes. Assist Camp Director in staff assignments and scheduling.

ASSISTANT PROGRAM DIRECTORS (DISCOVERY CAMP & TEEN CAMP) - Contract Dates: May 31 through August 15, 2010

Responsibilities: Assist the Program Director in the supervision of the camp staff. Assist in developing and providing daily activities for the camp program.

WATERFRONT DIRECTOR - Contract Dates: May 31 through August 15, 2010

Responsibilities: Supervise waterfront staff. Plan and implement activities at lake and pool. Provide a safe waterfront in compliance with Red Cross and The American Camping Association Standards.

Additional Requirements: Current Certification in Lifeguard Training, CPR & First Aid Certificate. Pool supervisory experience.

NURSE - Contract Dates: June 6 through August 15, 2010

Responsibilities: Maintain daily logs of camper and staff illness and first aid issues. Administer daily medications to campers and staff.

Additional Requirements: RN certification. Current CPR and First Aid certification. Previous camp experience is helpful.

PROGRAM POSITIONS *(All program positions 18 years of age or older)*

CHRISTIAN EDUCATION DIRECTOR - Contract Dates: May 31 through August 15, 2010

Responsibilities: Plan and implement all worship services and Christian education programs. Assist Program Staff with evening programs and devotions. Assist counselors with devotional plans. Assist Leadership Mentor with training and development of the leadership program.

RECREATION DIRECTOR - Contract Dates: May 31 through August 15, 2010

Responsibilities: Provide programming for the High Ropes Course, Team Challenge Course, and Climbing Wall. Assist with challenge course & belay training. Plan and implement recreational activities for the Summer Program. Assist Program Staff with evening programs and recreational activities.

Additional Requirements: Challenge Course training experience.

CRAFT DIRECTOR - Contract Dates: May 31 through August 15, 2010

Responsibilities: Plan, order and purchase supplies within budget and teach simple low cost crafts. Assist Program Staff with evening programs.

Additional Requirements: Creativity a must! Previous camp experience helpful.

LIFEGUARDS (DISCOVERY & TEEN CAMPS) - Contract Dates: June 6 through August 15, 2010

Responsibilities: Assist the Waterfront director in providing a safe waterfront in compliance with Red Cross and The American Camping Association Standards.

Additional Requirements: Current Certification in Lifeguard Training, CPR & First Aid Certificate. Lifeguard experience.

CABIN COUNSELING POSITIONS *(All counseling positions 18 years of age or older)*

Requirements: The proper care and leadership of the youth in their spiritual, physical, social and emotional development is vital to the mission of Camp Del Oro, therefore it is expected that all counselors will enjoy sharing God's Word, working with young people, hiking, recreational activities, swimming and have some knowledge of outdoor living skills.

LEAD BOYS' & GIRLS' COUNSELORS - Contract Dates: May 31 through August 15, 2010

Responsibilities: Abide to the requirements listed above. Assist in supervision of the cabin counselors. Assist in program planning for special events.

CABIN COUNSELORS (DISCOVERY [need 14] & TEEN CAMP [need 4]) - Contract Dates: June 7 through August 16, 2009

Responsibilities: Abide to the requirements listed above. Be willing to live in the cabins with the children day and night.

LEADERSHIP OPERATION POSITIONS (All operation positions 18 years of age or older)

HEAD COOK – Contract Dates: May 24 through August 15, 2010

Responsibilities: Plan well-balanced meals for up to 150 persons in compliance with USDA Summer Food Service guidelines. Order food within budget guidelines and maintain food inventory. Supervise the Second Cook, Kitchen Assistant, and Dining Room Manager. Provide a clean and friendly atmosphere in the kitchen and dining area.

Additional Requirements: Experience in cooking for up to 150 people

SECOND COOK - Contract Dates: May 24 through August 15, 2010

Responsibilities: Work closely with Head Cook in food preparation and serving.

Additional Requirements: Commercial food preparation experience.

KITCHEN ASSISTANT - Contract Dates: June 6 through August 15, 2010

Responsibilities: Assist the cooks in food preparation. Assist Leadership Mentors, as needed, by providing supervision of the Leadership Staff. Assist with the delivery of meals to the campers. Assist with dishwashing. Assist the Head Cook as needed.

DINING ROOM MANAGER - Contract Dates: June 6 through August 15, 2010

Responsibilities: Maintain overall cleanliness of the Dining Room. Collect the meal service counts for the USDA Summer Food Service Program. Assist with food and supply deliveries, dishwashing, dining room maintenance and supervision of leadership staff while in the dining area. Assist the Head Cook as needed.

GENERAL MAINTENANCE – Contract Dates: June 6 through August 15, 2010

Responsibilities: Assist the Operations Manager in all areas of camp maintenance. Supervise workers on maintenance duty.

Additional Requirements: Must be 21 or older with current drivers license and meet requirements to drive Salvation Army vehicles. Maintenance experience.

LEADERSHIP MENTOR PROGRAM

The Leadership Mentor Program is designed to develop future camp staff and leaders in the local church. Participants will experience camp through all areas of the Camp Program: program, counseling, food service and maintenance. The Leadership Staff will develop camp experience through daily Bible study, work experience, peer leadership, discipleship and program development. All participants must take part in the Camp Staff Orientation and serve for 4 weeks. Leadership Staff will participate in the Discovery Camps. All Leadership Program positions are PAID and provide room and board.

LEADERSHIP MENTOR (21 yrs or older) - Contract Dates: May 31 through August 15, 2010

Responsibilities: Provide supervision for teenage staff enrolled in the leadership program. Lead daily Bible studies, disciple, schedule daily activities and duties for the leadership staff in all areas of the camp program. Work alongside the Leadership Staff to develop work skills.

LEADERSHIP PEER LEADERS (17 yrs or older) - Contract Dates: June 6 through August 15, 2010

Responsibilities: Assist in leading Bible Studies, leadership training and working in all areas of the camp program.

Additional Requirements: Previous camp experience or be a past participant in the Leadership Program. Possess leadership qualities.

LEADERSHIP STAFF (16 and 17 years of age) - Contract Dates: Training: June 6–12, 2010

Session I: June 14–July 10, 2010 **Session II:** July 15 – August 15, 2010

For teenagers 16 or older who are interested in developing experience to become future leaders in the camp program and in their local churches.

Staff Application

THE SALVATION ARMY - CAMP DEL ORO

P.O. BOX 2566 ● 20864 RECTOR ROAD ● NEVADA CITY, CA 95959
PHONE: (530) 264-4701 ● FAX: (530) 478-0281
WEBSITE: www.campdeloro.org . EMAIL: bob.kittle@usw.salvationarmy.org
shevaun.malone@usw.salvationarmy.org

PERSONAL INFORMATION

Name _____ Age group: 16 -17 18-20 21 & over

Social Security # _____ Birth Date if under 18: _____ Email Address: _____

Home Address: _____ Parent's Names: _____

City/State/Zip: _____ Home Phone: _____

School Address (I am here until ____ / ____ / ____) _____

City/State/Zip: _____ School Phone: _____

ACADEMIC INFORMATION

Are you in school now? Yes No If yes, what school are you attending? _____

What year completed by June? _____ If in college, what is your major? _____

Other academic information? _____

What groups/sports are you involved in at school? _____

Are you fluent in any languages other than English? If so, what languages? _____

EMPLOYMENT EXPERIENCE & INTEREST

Is it ok to contact any of the following employers? Yes No If no, which employers may we contact? _____

Dates	Employer	Phone	Work Performed	Supervisor	Reason for Leaving

Personal References

List the four people filling out your reference forms. These people should have knowledge of your character and ability. One must be your Corps Officer or Pastor and neither of them should be a relative.

1) Pastor: _____ Phone: _____

2) Past Employer: _____ Phone: _____

3) Name: _____ Phone: _____

4) Name: _____ Phone: _____

Please list preferred positions at camp (*list and descriptions attached*)

I can arrive on: _____ / _____
Month Day

Choice #1: _____ Choice #2: _____ Choice #3: _____

Please check the boxes below if you have certification that will last through the summer or they are activities you can organize and teach.

<u>CPR/FIRST AID & NURSING CERTIFICATION</u> <input type="checkbox"/> 1st Aid <input type="checkbox"/> Standard <input type="checkbox"/> Advanced <input type="checkbox"/> CPR <input type="checkbox"/> EMT <input type="checkbox"/> LVN <input type="checkbox"/> RN State Licensed in? _____ <i>Please attach copy of current certification to application</i>	<u>CHALLENGE COURSE & OUTDOOR SKILLS</u> <input type="checkbox"/> Ropes Course <input type="checkbox"/> High <input type="checkbox"/> Low <input type="checkbox"/> Team Initiatives <input type="checkbox"/> Climbing <input type="checkbox"/> Belay <input type="checkbox"/> Outdoor Living Skills (OLS) <input type="checkbox"/> Backpacking <input type="checkbox"/> Orienteering <input type="checkbox"/> Ecology <input type="checkbox"/> Geology	<u>WATERFRONT CERTIFICATION</u> <input type="checkbox"/> Lifeguard Training : _____ <input type="checkbox"/> Canoe/Kayak Instructor <input type="checkbox"/> WSI Waterfront Experience: _____ <i>Please attach copy of current certification of application</i>
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MUSICAL EXPERIENCE:
Do you play a musical instrument? Yes No If so, what instruments? _____
How many years have you played? _____ Do you read music? Yes No
Have you sung in a choir or singing group? Yes No What part do you sing? _____
Other musical experience? _____

SPIRITUAL INSIGHT

Church Affiliation: _____ How long? _____

What ministry are you involved in on your campus? _____

Describe your current relationship with Christ and how you became a Christian. _____

What is your present participation in ministry activities? What do you do to maintain your spiritual growth?

Give a brief statement of your understanding of God's plan for salvation. _____

PERSONAL INSIGHT

What characteristics do you have that you feel will enable you to be an effective staff member? _____

Please describe your skills and experiences you believe would assist us in considering your application.

OTHER INFORMATION

Please answer each question. You may attach a paper for explanations.

Would you have any difficulty performing any of the requirements of the job applied for? Yes No

Have you ever been convicted of a criminal offense (felony or misdemeanor, except for minor traffic violations)?

Yes No

You will need to answer "yes" if you have entered into a plea agreement, including a deferred sentence or deferred judgment arrangement in connection with a criminal charge. If you live in CO, IL, OH, OK or WA you need not disclose information that is contained in sealed or expunged records. If you have been convicted of such an offense, please attach a statement or explanation, including nature of offense, date, court where conviction occurred, and any other relevant information.

Have you ever been charged with a sexual offense, offense relating to children, or crime of violence? Yes No

If you live in CO, IL, OH, OK, or WA, you need not disclose information that is contained in sealed or expunged records.

Do not answer this question if you live in MI, NY, RI, WA or WI.

Have you ever been subjected to expulsion, reprimand, or other discipline by a corps, church, denomination, or other religious organization? Yes No

Have you been involved with narcotics? Yes No

COMMITMENT

Yes No If employed, I agree to refrain from smoking, drinking alcoholic beverages, and involvement with narcotics.

Yes No In the event of employment, I agree to abide by the spiritual standards of The Salvation Army and the policies and procedures of Camp Del Oro.

Yes No As a Salvation Army worker (employee or volunteer), do you agree to observe all guidelines and policies? regarding working with youth and children?

Yes No I will commit myself to fulfill my contract dates.

Yes No I authorize investigation of all statements herein and release The Salvation Army and all others from liability in connection with the same. I understand that, if employed, I will be an "at-will" employee and that any agreements to the contrary must be in writing and signed by the director of the camp. I also understand that untrue, misleading or omitted information herein may result in dismissal, regardless of the time of discovery by The Salvation Army.

Signature of Applicant: _____

Date: _____

Parent Endorsement, if under 18: _____

Date: _____

THE DOCTRINES OF THE SALVATION ARMY

We Believe:

1. That the Scriptures of the Old and New Testaments were given by inspiration of God; and that they only constitute the Divine rule of Christian faith and practice.
2. That there is only one God, who is infinitely perfect—the Creator, Preserver and Governor of all things—and who is the only proper object of religious worship.
3. That there are three persons in the Godhead—the Father, the Son and the Holy Ghost—undivided in essence and co-equal in power and glory.
4. That in the person of Jesus Christ the Divine and human natures are united; so that He is truly and properly God and truly and properly man.
5. That our first parents were created in a state of innocence but by their disobedience, they lost their purity and happiness, and that in consequence of their fall all men have become sinners, totally depraved, and as such are justly exposed to the wrath of God.
6. That the Lord Jesus Christ has by His suffering and death made an atonement for the whole world so that whosoever will may be saved.
7. That repentance toward God, faith in our Lord Jesus Christ, and regeneration by the Holy Spirit, are necessary to salvation.
8. That we are justified by grace through faith in our Lord Jesus Christ and that he that believeth hath the witness in himself.
9. That continuance in a state of salvation depends upon continued obedient faith in Christ.
10. That it is the privilege of all believers to be wholly sanctified, and that their whole spirit and soul and body may be preserved blameless unto the coming of our Lord Jesus Christ.
11. In the immortality of the soul; in the resurrection of the body; in the general judgment at the end of the world; in the eternal happiness of the righteous; and in the endless punishment of the wicked.

THE SALVATION ARMY MISSION STATEMENT

The Salvation Army, an international movement, is an evangelical part of the universal Christian church.

Its message is based on the Bible. Its ministry is motivated by the love of God. Its mission is to preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.

THE MISSION OF CAMP DEL ORO

Our hope is that each person who enters camp's gate would:

Encounter the life and love of Jesus
Experience His love and forgiveness
Embrace Him through a personal decision

Using God's creation, Biblical truth, relationships, creativity and fun.

THE SALVATION ARMY - CAMP DEL ORO

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CAMP STAFF REFERENCE FORM PERSONAL REFERENCE

TO BE COMPLETED BY AN EMPLOYER, TEACHER, OR SOMEONE WHO KNOWS OF YOUR CHARACTER AND ABILITIES.

Name of Applicant: _____ Applying for position of: _____

I am applying for a position on the camp staff of Camp Del Oro. Your honest appraisal will assist the director in evaluating my qualifications and abilities. When you have completed the form, please mail it to the address above, as soon as possible. Thank you.

Signature of Applicant: _____ Date: _____

*Your assessment of the applicant's skills in the following areas is much appreciated.
If you have no information, please indicate N/A. All comments are confidential.*

How long have you known the applicant? _____ In what capacity do you know the applicant? _____

How has this person's Christian faith affected you and others around him/her? _____

What strengths does the applicant possess that pertain to the above stated position? _____

Does the applicant work cooperatively with others? Yes No Please describe? _____

Would the applicant be a good "role-model" to the campers? Yes No Please describe? _____

What are the applicant's weaknesses? _____

Is there any fact or circumstance in the applicant's background that would call into question their being entrusted with the supervision, guidance and care of young people? Yes No

If "yes", please explain _____

PLEASE ASSESS THE APPLICANT IN THE FOLLOWING AREAS ACCORDING TO THIS SCALE:

0= no information

1= poor

2= average

3= above average

4= outstanding

_____ spiritual influence

_____ patience

_____ willingness to follow directions

_____ spiritual commitment

_____ sense of humor

_____ cultural sensitivity

_____ emotional stability

_____ communication skills

_____ self-discipline

_____ creative ability

_____ flexibility

_____ appearance

_____ respect for others

_____ maturity and judgment

_____ self-esteem

_____ ability to work with children

_____ decision-making ability

_____ ability to get along with others

Do you recommend this applicant for a position at Camp Del Oro? Yes No

Why or why not? _____

Are you recommending the applicant because of what he/she can contribute to Camp Del Oro? **OR** because of what Camp Del Oro can do for the applicant?

Please explain: _____

Any other comments? _____

Name: _____

Date: _____

Address: _____

Phone: _____

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Please explain: _____

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Please explain: _____

Any other comments? _____

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CAMP STAFF REFERENCE FORM

PASTOR, CORPS OFFICER OR CAMPUS MINISTRY ADVISOR REFERENCE

TO BE COMPLETED BY SOMEONE IN MINISTRY LEADERSHIP, WHO CAN GIVE REFERENCE TO YOUR SPIRITUAL LIFE.

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If you have no information, please indicate N/A. All comments are confidential.*

How long have you known the applicant? _____ In what capacity do you know the applicant? _____

How would you describe the applicant's commitment to and relationship to Jesus Christ? _____

What strengths does the applicant possess that pertain to the above stated position? _____

Does the applicant work cooperatively with others? Yes No Please describe? _____

Would the applicant be a good "role-model" to the campers? Yes No Please describe? _____

Is the applicant involved in church activities, Bible study or prayer/discipleship group? _____

Is there any fact or circumstance in the applicant's background that would call into question their being entrusted with the supervision, guidance and care of young people? Yes No If "yes", please explain _____

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Please explain: _____

Any other comments? _____

Name: _____

Date: _____

Address: _____

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