



## Camp Sebago Staff Application

The Salvation Army  
Divisional Headquarters  
PO Box 3647  
Portland, Maine 04104



The questions asked in this application are within the limits established by The Salvation Army's Equal Opportunity guidelines. All information requested is considered valid for job performance or living conditions. The demands of camping require vitality, physical fitness and age differences appropriate for supervision responsibility. Living units for family are limited and other units are restricted according to gender, requiring supervision by persons of the same gender. All Salvation Army service is based on prescribed doctrinal belief, a copy of which accompanies this application. Also enclosed is a copy of the Statement of Purpose and Goals of this camp. Except for specified positions, an applicant need not subscribe explicitly to Salvation Army doctrine, but all staff must be able to support and interpret the camp goals and accept intellectually the stated purpose of Salvation Army camping.

First Name	_____	Dates Available...	
Middle Initial	_____	From: _____/_____/20____	
Last Name	_____	To: _____/_____/20____	
<b>Present Address</b>		Social Security #	_____ - _____ - _____
Street	_____	Gender	<input type="radio"/> Female <input type="radio"/> Male
City	_____	Date of Birth	_____/_____/____
State/Province	_____	Height	_____ Ft _____ In
Country	_____	Weight	_____ Pounds
Postal Code	_____	Marital Status	<input type="radio"/> Single <input type="radio"/> Married <input type="radio"/> Divorced
Phone	(_____) _____ - _____	<input type="radio"/> Other	
Email Address	_____	# of Dependents	_____
<b>Home Address (if different)</b>		Ages (list all)	_____
Street	_____	Corps/Church Affiliation	_____
City	_____		
State/Province	_____		
Country	_____		
Postal Code	_____		
Phone	(_____) _____ - _____		
<b>Emergency Contact</b>		Do you...	
Street	_____	Smoke?	<input type="radio"/> Yes <input type="radio"/> No
City	_____	Use Alcohol?	<input type="radio"/> Yes <input type="radio"/> No
State/Province	_____	Use Drugs?	<input type="radio"/> Yes <input type="radio"/> No
Country	_____		
Postal Code	_____		
Phone	(_____) _____ - _____		

**Use of intoxicating beverages, tobacco and illegal use of controlled substances is prohibited at Salvation Army camps.**

Have you been convicted of a felony in the last 7 years? ☐ Yes ☐ No

If yes, please explain: \_\_\_\_\_

Can you perform the requirements of the job you are applying for with or without reasonable accommodations? ☐ Yes ☐ No

If you are employed and under age 18, can you furnish a work permit? ☐ Yes ☐ No

**References:** 3 adults, not relatives, who know your character, experience, ability and Christian commitment.

Name	Relationship	Years Known	City, State, Postal Code	Phone

**Educational Experience**

	Institution Name	Major Studies	Degree	Dates Attended
High School				
College				
Graduate School				
Other				

**Work Experience**

Employer Name	Employer Address*	Phone	Position	Dates

\* Include street, city, state and postal code

**Camp Experience**

Camp Name	Camp Address*	Phone	Position	Dates

\* Include street, city, state and postal code

How did you hear about our camp and why are you interested in working here?

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Describe any previous experience working with children.

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How would you describe yourself to someone who didn't know you?

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All applicants will be required to comply with The Salvation Army's National Policy on Sexual Abuse of children, including the screening procedures set forth therein. If accepted a background check will need to be completed by a government agency or a Nationally Recognized Background Check Agency. A form will be presented for completion by the applicant and sent to said agency for completion of the background review.

## Certifications

Identify the state for each item below and enter the expiration dates (month/year is all that is needed) of all licenses or certificates you hold. If you need additional space, please use the last page.

	State	Exp
ACA Camp Craft		
ACA Advanced CampCraft		
ACA Instructor		
ACA Canoeing		
BSA Aquatics		
BSA Chaplain		
BSA Ecology/ Conservation		
BSA Field Sports		
BSA Program Director		
BSA Ranger		
Registered Nurse		
Driver's License		
Chauffeur's License		
Other: _____		

	State	Exp
ARC Standard First Aid		
ARC CPR		
ARC WSI		
ARC First Aid Instructor		
ARC Small Craft Instructor		
ARC Emergency Water Safety		
ARC Lifeguard Training		
ARC CPR Instructor		
YMCA Lifeguard		
YMCA Lifeguard Instructor		
Licensed Practical Nurse		
EMT		
Commercial Driver's License		
Other: _____		

## Skills Checklist

For each of the items below, check the appropriate skill level box (0-3). If you have a skill not listed, use the "Other" blanks within each section. Use the last page if you need more space.

0 means you do not have that particular skill, no experience

1 means you have experience as a participant

2 means you can assist in teaching

3 means you can organize and teach as an expert

	0	1	2	3
<b>Athletics</b>				
Baseball	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Street Hockey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Group Games	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basketball	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Soccer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Softball	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tennis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Volleyball	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	0	1	2	3
<b>Arts &amp; Crafts</b>				
Drawing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Painting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Handicraft	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paper-mache	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	0	1	2	3
<b>Dance</b>				
Country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Folk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Modern	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	0	1	2	3
<b>Kitchen</b>				
Cook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assistant Cook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dishwasher	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pots/ Pans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stock	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waitstaff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	0	1	2	3
<b>Christian Education</b>				
Morning Devotions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cabin Devotions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sunday service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bible Study	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	0	1	2	3
<b>Outdoor Living</b>				
Campcraft	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fire Building	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outdoor Cooking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hiking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overnight Camping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Backpacking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Orienteering	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	0	1	2	3
<b>Dramatics</b>				
Directing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Costuming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stage Craft	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Story Telling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Puppets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	0	1	2	3
<b>Secretarial</b>				
Typing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Data Entry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Video Editing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Microsoft Word	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Microsoft Excel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Microsoft PowerPoint	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>Nature &amp; Ecology</b>				
Animal Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Astronomy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Birds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conservation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flowers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forestry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Insects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reptiles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rocks/Minerals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meteorology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	0	1	2	3
<b>Watersports</b>				
Swimming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Canoeing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sailing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rowing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>Music</b>				
Song Leading	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Piano	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guitar	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vocal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Timbrels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>Miscellaneous</b>				
Evening Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Camp Fire Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rainy Day Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

State, in order of preference, the position(s) you seek as well as the expected salary for each position.

1. _____	Salary \$ _____
2. _____	Salary \$ _____
3. _____	Salary \$ _____

Please describe your experience, indicating any particular qualifications or insights gained in connection with your choice(s). If you are applying for a specialized position (lifeguard, medic, etc.), indicate jobs held, certificates, training and experience. Complete this section even though you may have checked these skills on the previous page.

1<sup>st</sup> Choice \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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\_\_\_\_\_

2<sup>nd</sup> Choice \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3<sup>rd</sup> Choice \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Are you applying to be a counselor? ☐ Yes ☐ No

If yes, with which age group are you most comfortable working (check all that apply)?

1 <sup>st</sup> Choice	<input type="checkbox"/> 6-7	<input type="checkbox"/> 8	<input type="checkbox"/> 9	<input type="checkbox"/> 10	<input type="checkbox"/> 11	<input type="checkbox"/> 12
2 <sup>nd</sup> Choice	<input type="checkbox"/> 6-7	<input type="checkbox"/> 8	<input type="checkbox"/> 9	<input type="checkbox"/> 10	<input type="checkbox"/> 11	<input type="checkbox"/> 12

Describe your personal goals for the summer.

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Give a brief biographical sketch (church activities, family responsibility, career goals, etc.).

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State your personal understanding of your Christian commitment and religious values.

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What contribution do you think a good camp experience can make to a camper's life?

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What contribution can you make to help camp fulfill its purpose and goals?

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What are some of the things you think you do best?

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When would you be available for a phone interview?

Days (list all): \_\_\_\_\_

Times (give range): \_\_\_\_\_

## **Statements**

All applicants will be required to comply with The Salvation Army's National Policy on Sexual Abuse of children, including the screening procedures set forth therein. If accepted, a background check will need to be completed by a government agency or a nationally recognized background check agency. A form will be presented for completion by the applicant and sent to said agency for completion of the background review.

## **Who We Are**

The Salvation Army is a world wide evangelical Christian church, human service agency, and nonprofit corporation. 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. Founded in 1865, The Salvation Army is now active in more than 10,000 communities in the United States and in 107 countries, offering assistance wherever and whenever needed.

## **Purpose of Salvation Army Camping**

The Salvation Army's purpose is to serve the needs of campers: physical, social, and spiritual. For the physical needs, our aim is to help campers develop good health habits in cleanliness, proper rest, balanced diet, exercise, and care of the body. To meet social needs, the camp provides an opportunity for each camper to contribute to and receive from a group living experience. The aim is to help campers make their own right decisions, stimulate creativity and foster independence. The fact that The Salvation Army is a religious organization makes it possible for its camping program to integrate concern for the spiritual dimension of life. We Believe in God, His Word and what it teaches, and a pattern of living exemplified by Jesus Christ. These purposes are achieved through carefully selected staff, well planned programs, and the highest standard of health and safety.

## **Goals of Salvation Army Camping**

1. To promote an awareness of God, His love, and through the love of Jesus Christ, to aid toward spiritual growth and knowledge of basic human values.
2. To give children, youth and adults a fun-filled, healthful, safe, educational, and inspirational experience in the out-of-doors.
3. To help develop an understanding, appreciation and a sense of stewardship for the out-of doors, for the natural environment, and for all living creatures.
4. To help individuals grow in understanding themselves and each other, and especially for children to experience relationships with staff as caring adults and to offer opportunity for people of varied cultures to develop compassion and love for each other.
5. To provide a loving and supportive environment where families can learn to cope with and solve their problems.
6. To facilitate creative self-expression through worship, song, work, play, physical activity, and the development of new skills.
7. To allow each person to participate in planning programs and in establishing limits and responsibility for the safety and welfare of all.
8. To assist in developing an appreciation of the wonder and joy of the miracles of everyday living.

## **Statement of Doctrines**

1. We Believe that the scriptures of the Old and New Testaments were given by the inspiration of God, and that only they constitute the Divine rule of Christian faith and practice.
2. We Believe 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. We Believe that there are three persons in the Godhead: the Father, the Son and the Holy Ghost, undivided in essence and coequal in power and glory.
4. We Believe 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. We Believe 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 are such justly exposed to the wrath of God.
6. We Believe 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. We Believe that repentance towards God, faith in our Lord Jesus Christ, and regeneration by the Holy Spirit, are necessary to salvation.
8. We Believe that we are justified by grace through faith in our Lord Jesus Christ and that he that believeth hath the witness in himself.
9. We Believe that continuance in a state of salvation depends upon continued obedient faith in Christ.
10. We Believe 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. We Believe 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.

## Sign your application

By signing your name (include the date), you are agreeing that you have read all of the information contained on these pages which describes The Salvation Army and its camping ministry. If employed you agree to support and interpret these aims. You certify that answers given herein are true and complete to the best of your knowledge. You authorize investigation of all statements contained in this application and release The Salvation Army and your former employers from any liability that may result from disclosing information relating to you in the course of any such investigation. You understand this application does not necessarily mean you will be accepted for employment and that in the event of employment, false or misleading information given in your application or interview(s) may result in discharge. You understand that your employment will terminate at the end of the camping season.

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

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

Use this area if you need extra space. Please make reference to what area, and what page, you are writing about.