



# CAMP STAFF APPLICATION

Submit your application with a cover letter on why you would like to staff summer camp to Greg Kelly at [gkelly15363@gmail.com](mailto:gkelly15363@gmail.com). You will be contacted for an interview promptly. If you have any questions about any element of this application, do not hesitate to reach out to Greg.

Applicants must meet the age requirement of the position for which they are applying by June 1st of that summer. Applicants must be available for the duration of the season, June 11th—July 24th. Exceptions will be considered upon interview.

Employment is contingent on the status of the COVID-19 pandemic and its state during 2022, which may include but is not limited to the delay or cancellation of any and all Summer Camps.

First Name: \_\_\_\_\_ Middle Initial: \_\_\_\_\_ Last Name: \_\_\_\_\_

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

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

E-mail: \_\_\_\_\_

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

I am currently registered with: Troop Crew Team Post # \_\_\_\_\_

I am not currently registered with the Boy Scouts of America

**Positions Available: Please number in order of preference. For position descriptions, please visit the camp staff page on the Gorham Scout Ranch Website— [www.gorhamscout ranch.org](http://www.gorhamscout ranch.org)**

<u>Minimum Age 21 and Older*°</u>	<u>Minimum Age 18 and Older*</u>	<u>Minimum Age 15 and Older</u>
_____ Aquatics Director**	_____ Commissioner°	_____ Outdoor Skills Instructor
_____ ATV Director**	_____ Outdoor Skills Director	_____ Nature Instructor
_____ Shooting Sports Director**	_____ Archery Director	_____ Scout Skills Instructor
_____ High Adventure Director**	_____ Handicrafts Director	_____ Aquatics Instructor/Lifeguard†
_____ Ropes Course Director**	_____ Nature Director	_____ Handicrafts Instructor
_____ Climbing Director**	_____ Scout Skills Director	_____ Trading Post Staff†
_____ Trading Post Manager	_____ Ropes Course Instructor	_____ Dishwasher
_____ Adult Leader Trainer	_____ Climbing Instructor	_____ ATV Assistant†
_____ Camp Medic***	_____ High Adventure Instructor	_____ Staff in Training****
_____ Head Cook/Kitchen Manager	_____ Shooting Sports Assistant	†Minimum age 16
*Certain age minimums may be waived with prior camp staff experience.	_____ Assistant Cook	****Staff in Training is an unpaid work experience designed for those scouts 14 years old that are interested in learning how to be a camp staff member. Staff in Training will be given the opportunity to experience our different Program Areas from the perspective of a camp staff member.
**Requires current BSA certification through weeklong BSA National Camping school. If selected. Council will cover certification costs.	_____ Camp Clerk	
***Health Officer requires EMT, EMT-1, Paramedic, Nurse, PA, DO, or MD	_____ Dining Hall Steward	
	°All directors and noted positions must arrive on June 10th for additional training. Details will be discussed at interview.	

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Specific Skills — Please mark as follows:    **X** Some Knowledge        **XX** Proficient        **XXX** Can Lead or Teach

<input type="checkbox"/> Aquatics Skills	<input type="checkbox"/> Emergency	<input type="checkbox"/> Lifesaving	<input type="checkbox"/> Rifle / Black Powder
<input type="checkbox"/> Archery	<input type="checkbox"/> Environmental Science	<input type="checkbox"/> Mammals	<input type="checkbox"/> Rock Climbing
<input type="checkbox"/> Arts and Crafts	<input type="checkbox"/> First Aid	<input type="checkbox"/> Nature	<input type="checkbox"/> Science
<input type="checkbox"/> Basketry	<input type="checkbox"/> Fish/Wildlife	<input type="checkbox"/> Orienteering	<input type="checkbox"/> Shotgun
<input type="checkbox"/> Campfire Programs	<input type="checkbox"/> Geology	<input type="checkbox"/> Photography	<input type="checkbox"/> Soil & Water
<input type="checkbox"/> Camping Skills	<input type="checkbox"/> Group Games	<input type="checkbox"/> Pioneering	<input type="checkbox"/> Story Telling
<input type="checkbox"/> Climbing	<input type="checkbox"/> Group Singing	<input type="checkbox"/> Religious Services	<input type="checkbox"/> Swimming
<input type="checkbox"/> CPR Instruction	<input type="checkbox"/> Horseback Riding	<input type="checkbox"/> Reptiles	<input type="checkbox"/> Wilderness Survival

### Past Summer Camp Staff Experience

How many summers have you spent at Gorham as a Camper? \_\_\_\_\_ Summers as a Staff Member? \_\_\_\_\_  
 Year \_\_\_\_\_ Camp: \_\_\_\_\_ Position: \_\_\_\_\_  
 Year: \_\_\_\_\_ Camp: \_\_\_\_\_ Position: \_\_\_\_\_

## Letter of Interest

As part of a staff values initiative, we ask all applicants to include a letter of interest with your application. This letter should include why you are interested in staffing a summer camp, and anything further you would like camp leadership to know about yourself. The letter will be discussed in your interview. If you have any questions about the letter, please reach out to the Camp Director, Greg Kelly (gkelly15363@gmail.com)

## More Information:

For more information on staffing and camp, check out our staff manual, position descriptions, schedule of a typical week at camp, and other documents online at [www.gorhamscout ranch.org](http://www.gorhamscout ranch.org). You can also look on our Instagram (@gorhamscout ranch) for camp facilities and opportunities.

We welcome all applicants, including those without scouting experience. For more information on the Scouting program, visit our national page ([scouting.org/programs/scouts-bsa/](http://scouting.org/programs/scouts-bsa/)) to learn about the values-based and character-building program.

## Disclosure Authorization and Release:

1. I confirm that the information given on this application is correct and understand that providing false information may result in revocation of membership in the Boy Scout of America.
2. I know of no limitation that would limit full camp participation, and if employed I will provide an up-to-date physician evaluation form prior to reporting.
3. I am/will be a registered member of the Boy Scouts of America and will complete its Youth Protection Training.
4. If selected, the Great Southwest Council, Boy Scouts of America, can expect my loyalty to management, my adherence to its Code of Conduct, national, local and camp policies and programs and my full cooperation with other members of the staff.
5. I request that full cooperation and disclosure be made by any person, entity or agency contracted by the Great Southwest Council. I agree to hold harmless any organization or person providing information to the Great Southwest Council and hereby authorize the release and disclosure of any and all information concerning me/my child, whether or not made confidential by state law. The Great Southwest Council is authorized to request information from schools, former employers, medical providers and law enforcement authorities. I understand that my medical records and other medical information are protected under HIPPA/PHI regulations. The parents signature grants the Great Southwest Council the right to inspect juvenile records.
6. All information obtained will be used by the Great Southwest Council and will not be disclose for any purpose not related to employment.
7. I agree to participate in any drug testing process that may be adopted, and to support the BSA's policy of a drug and alcohol free camp.

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

(If under 18) Parent/Guardian Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# **SUMMER CAMP STAFF STATEMENT OF UNDERSTANDING AND CODE OF CONDUCT**

**Statement of Understanding:** All staff member, both youth and adult, are selected based on their qualifications in character, camping skills, physical and personal fitness, and leadership qualities. By signing the letter of employment, all adult staff members as well as youth staff members and their parents or guardians agree to the conditions of the Staff Statement of Understanding and Code of Conduct as a condition of participation, with the further understanding that serious misconduct or infraction of rules may result in termination and expulsion from camp. Each staff member is responsible for his or her own behavior. All staff members are expected to abide by the Code of Conduct as follows:

1. I will be guided by the Scout Oath and Law and will obey all U.S. federal laws, as well as local and state laws.
2. I will set a good example by keeping myself neatly dressed, presentable, and in proper uniform.
3. I will attend all scheduled programs and participate as required in cooperation with other staff members and leaders.
4. I agree to follow the camp check-in and checkout procedures and to observe camp quiet hours.
5. I will be responsible for keeping my quarters and personal gear labeled, clean, and neat. I will do my share to prevent littering of the campgrounds and agree to follow the principles of Leave No Trace.
6. I understand that the possession or consumption of alcoholic beverages, illegal drugs or misuse of prescribed drugs is prohibited at camp. I understand that the purchase, possession, or consumption of alcoholic beverages off council property must comply with state and federal law and must not affect my job performance.
7. Serious and/or repetitive behavior violations including use of tobacco, cheating, stealing, dishonesty, fighting, and cursing may result in termination or disciplinary action.
8. I understand that gambling of any form is prohibited.
9. I understand that possession of lasers of any type and possession or detonations of fireworks are prohibited
10. Neither the camp or BSA local council will be responsible of loss, breakage, or theft of my personal items. I will label all my personal items and check items of value at the direction of staff leaders. Theft on my part will be grounds for termination and expulsion from camp.
11. I will use camp equipment in a safe manner and for its intended purpose and will return the equipment in good condition.
12. I understand that staff members are prohibited from having firearms and weapons in their possession or on camp property, in accordance with U.S. local and state laws
13. I understand the importance of following BSA's Youth Protection and safety policies and will follow those guidelines and report all violations that come to my attention.
14. Hazing has no place in Scout camp, nor does running the gauntlet, belt lines, or similar physical punishment. As a staff member I agree to prevent and stop all hazing activities.
15. I will respect diversity—be the differences in physical or psychological characteristics, cultural identities, or in perspectives.
16. I have the responsibility not to engage in behavior that constitutes discrimination or harassment in any way, including race, color, national origin, sex, gender, sexual orientation, religion, age, disability, or citizenship of an individual. This applies to everyone, including fellow staff members, campers, adult leaders, parents and outside visitors.
17. I have the responsibility to report instances of discrimination or harassment (directed at me or at others) to the camp director or the Scout Executive.
18. I will comply with this Code of Conduct and the policies printed in the Camp Staff Handbook. Any violation may result in expulsion from the camp at my own expense. I understand that all such decisions will be final.

Staff Printed Name: \_\_\_\_\_

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

Parent Signature (if under 18): \_\_\_\_\_ Date: \_\_\_\_\_