



STAFF
New Worker
Packet



February, 2008

Greetings to Christian Adults and Teens!

Enclosed is your packet of information on serving at Camp Charis this summer. Please prayerfully consider what God would have you do with your time and energy this summer. As you pray, please consider these facts:

- ◆ Many children and teens have their first real encounter with Jesus Christ at a Christian camp
- ◆ A significant number of people in full-time Christian ministry today committed to service at a Christian camp
- ◆ Camp Charis serves many underprivileged and disadvantaged children. You can play a major role in sharing the Gospel with the unreached!
- ◆ Free or reduced prices apply to children of adult volunteers.
- ◆ Those who are willing and able to make a significant time commitment to Camp Charis may receive a salary. This could really help with college and family expenses.

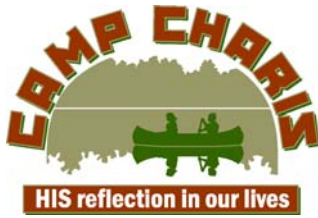
There are many factors to consider in choosing plans for the summer. Pray, consult others and get in touch with me if you feel God may be leading you to participate in Camp Charis this summer. Contact me with questions or just return your completed application. Camp is intense, but boy is it worth it!

Please note that we will be making assignments May 15th. Plan on getting your application in well before that so you can be considered. It is wise to plan 3-4 weeks for background checks, references and your interview to be completed. Please include the application, biographical information, commitment and screening release when you return your packet.

I am looking forward to working with the team God has planned for Camp Charis this summer. Are you going to be a part of it?

Blessings,

Craig Waters



SALT & Staff Questions & Answers 2008 Edition

SALT & Staff Training is designed to equip teens and adults for service with campers at Camp Charis. The personal and leadership development which occurs throughout SALT will bless participants in all areas of life. Training includes: Bible Skills, Life Skills, Camp Skills and Leadership Skills.

Q. How old do I have to be?

A. Servant And Leadership Trainees (SALT) are age 15-17 as of June 1, 2008. Staff are ages 18 and up.

Q. What are the dates of training?

A. Teens and adults who are attending training arrive between 4-6PM on Saturday, June 7 and leave at 4PM Friday, June 13. Students taking the counselor refresher or program assistant training arrive one day earlier.

Q. I just want to work at camp for one week. Is training necessary?

A. Yes. Training is required of all teens so that the kids who attend camp receive the very best we have to offer. We have found that training is also essential for YOU to have the best experience at camp. First year adult workers are required to attend training as well.

Q. How am I accepted for training?

A. All applicants are evaluated based on their biographical information, references, history & reputation at Camp Charis, work experience, availability, maturity relative to other applicants and interviews. Announcements for training and summer assignments are made May 15 after careful evaluation of all factors.

Q. What if some of my biographical information does not show a strong history of Christian living or service?

A. We are aware of the on-going nature of growing in Christ-likeness and also realize that we are asking questions with answers that may be personal or embarrassing. All information is confidential! Our intention is to better know our workers and to properly balance the need for strong examples for our campers with our desire to aid teens in growing in the "grace and knowledge of the Lord Jesus Christ." Being honest and straight forward is of utmost importance.

Q. What happens if I am accepted for training and given summer assignments but fail to do well at training?

A. You will be reassigned to a more suitable position, if appropriate. If the shortcoming at training is due to character or lack of desire to learn, you will forfeit your position and you will not be able to attend camp this summer.

Q. What is the Cadet program?

A. Cadets are ages 13-14 as of June 1, 2008. Cadets are transitioning from campers to leaders, having some activities with the Trailblazers and some by themselves. They attend a 3-day orientation before attending any of the week-long summer sessions. Cadets have opportunities for fun (it's a surprise) and service (serving meals) that are not offered to younger campers. They register through the regular camper attendance application. Cadet Orientation is \$45. The first week they attend is the regular \$210 and all additional weeks are \$100 each.

Q. What camp positions are available for me?

A. Several camp positions are available. They are:

- Counselor for ages 7-8, ages 9-10, ages 11-12 and ages 13-14
- Nurse
- Cook
- Cook Assistant
- Program Assistant/Media Tech/Photographer
- Activities/Lifeguard
- Activities/Non-Lifeguard
- Activities Leader (overseeing the archery, BB gun, swimming, canoeing and other activities)
- Age Group Leader (heading up the teaching/programming for one of the age groups)

Q. How many weeks may I work at camp?

A. You may apply to work for as many weeks as you would like. Camp Charis will make assignments and let you know May 15 so that you can confirm your schedule well before the summer.

Q. Why do I have to pay for training?

A. Training is \$175 for SALT and free for adults who will be serving at Camp Charis. The cost for adults attending for their own benefit is \$200. This amount helps us cover some of the expenses of providing a first-class training program and also represents your commitment to our purpose of sharing Christ with campers.

Q. Why do some people get paid to serve at Camp Charis?

A. Everyone volunteers for one week and then some choose to receive a salary for additional weeks. Many of our workers volunteer while some are paid to help with their college and family expenses. It is your choice, regardless of the number of weeks you work or your position of service. All paid workers raise support to cover their expenses.

Q. How do paid workers raise their prayer/financial support team?

A. We believe that all workers are worthy of their hire, with some choosing to give up a salary. We ask that all paid workers gain at least 20 people who will pray regularly for them and then raise the amount needed to cover salary and tax expenses. Camp covers room and board expenses. Raising this team of prayer/financial supporters is done through sending letters, speaking to churches and other groups, etc.

Q. What happens if not enough or too much money comes in for my participation in Camp Charis this summer?

A. Funds over and above your budget are used for the overall ministry of Camp Charis, including supplementing any shortfall of another worker. Each worker is expected to show diligence in raising a support team. If this has been done, the worker will receive salary as planned and we will, together, work to cover the financial needs.

Q. As an adult volunteer, how much does it cost for my children to attend camp for a week?

A. Camp fees are based on financial ability to pay. There are no additional discounts for available for workers at this time. We so appreciate our workers and will meet any specific needs on a case-by-case basis.

For more information, contact us at:

**Camp Charis
P O Box 407
Pelham, GA 31779
Phone: 229-294-2294**

**Web: campcharis.org
Email: campcharis@bellsouth.net**

2008 Commitment for SALT and Staff



- Complete both sides thoroughly!
- Return completed application to: Camp Charis, Box 407, Pelham, GA 31779.
- Call 229-294-2294 if you have questions on completing this application.

Last Name _____ First Name _____ Middle Name _____

I desire to serve _____ total summer service sessions and am available all of the sessions listed below. I will remain available until at least May 15 when the schedules are announced. I understand I may or may not be selected for as many sessions as I desire.

- | | |
|--|--|
| _____ May 30-Jun 1 (cadet orientation) | _____ June 29-July 3 (kitchen, activities, cleanup only) |
| _____ June 2-5 (kitchen, activities, cleanup only) | _____ Jul 5-11(kids week #3) |
| _____ June 6/7-13 (training) | _____ Jul 12-18 (kids week #4) |
| _____ Jun 14-20 (kids week #1) | _____ Jul 19-25 (kids week #5) |
| _____ Jun 21-27 (kids week #2) | _____ Jul 26-Aug 1 (kids week #6) |
| _____ Jun 27-29 (cadet orientation) | |

Please consider me as: (All SALT and Staff volunteer their first session each summer)

- Volunteer, for one session
- _____ Volunteer only, working 1-10 additional sessions
- _____ Paid, working 1-3 additional sessions at \$75/session for SALT, \$175/session for Staff (18+)
- _____ Paid, working 4-6 additional sessions at \$100/session for SALT, \$225/session for Staff (18+)
- _____ Paid, working 7-10 additional sessions at \$125/session for SALT, \$275/session for Staff (18+)

Paid workers raise missionary support by sending letters to a minimum of 50 families. Salary payments are dependant upon successful raising of support. The budget is as follows:

- _____ Salary (# of paid sessions _____ times salary/session \$ _____ = _____)
- + _____ Taxes and worker's comp insurance (15% of previous line total)
- = _____ Total amount to be raised

I am willing to serve in the following position in this order of preference (please mark #1, #2, etc. and number only as low as you are willing to serve):

- _____ Counselor
 - _____ ages 7-8 _____ ages 9-10 _____ ages 11-12 _____ ages 13-14
- _____ Nurse
- _____ Cook
- _____ Cook Assistant
- _____ Program Assistant/Media Tech/Photographer
- _____ Activities/Lifeguard
- _____ Activities/Non-Lifeguard
- _____ Activities Leader (overseeing the archery, BB gun, swimming, canoeing and other activities)
- _____ Age Group Leader (heading up the teaching/programming for that age group)
 - _____ ages 7-8 _____ ages 9-10 _____ ages 11-12 _____ ages 13-14

(OVER)

Personal statement: (please sign only if you wholeheartedly agree)

Recognizing that Christian camping, while exceedingly enjoyable and fun, involves serious responsibilities and multiplied opportunities for service, I hereby agree that, if I am accepted to serve this year, I will conduct myself at all times as a true representative of Jesus Christ.

By God’s grace it shall be my chief end at Camp Charis to glorify Him alone. It is my earnest desire to be instrumental in pointing and leading young people to the Lord Jesus Christ, who alone is mighty to save!

I will cheerfully carry out, to the best of my ability, the duties assigned to me by my leaders.

I will be punctual, keep my scheduled commitment and at all times seek to promote and heighten the spiritual, physical and mental well-being of each camper and worker.

I will serve at Camp Charis without discussing possibly divisive political, denominational or church topics with campers or other staff.

I will encourage and support my fellow workers and campers.

I will follow all Staff Expectations to the best of my ability.

In addition, the facts I have given in my application and biography are true and complete to the best of my knowledge.

Applicant Signature _____ Date _____

Parent Signature (if under age 18) _____ Date _____



2008 Staff Attendance Application

PO Box 407
Pelham, GA 31779
Phone: (229) 294-2294
Web: campcharis.org
campcharis@bellsouth.net

Instructions:

- ◆ Application should be printed clearly in black ink by the adult applicant.
- ◆ Contact Camp Charis if you need camper or SALT applications.
- ◆ Ages 18+ as of June 1, 2008 qualify for staff consideration. Training, June 7-13, is required for new staff.
- ◆ Camp costs: There is no cost for staff to attend training or service sessions.

Staff may sign up for multiple sessions with one application!

7-DAY TRAINING SESSION: Regular Arrival is 4-6pm Saturday. Early Arrival for selected Staff is 6-7pm Friday. Departure is 4-6pm Friday.

_____ Jun 6/7-13*

*Staff must satisfactorily complete additional screening before attending training. Screening packet mailed separately. Limited enrollment.

7-DAY SERVICE SESSIONS: Arrival is 4-6pm Saturday. Departure is 7pm Friday.

_____ June 6/7-13 _____ Jun 14-20^ _____ Jun 21-27^ _____ Jul 5-11^ _____ Jul 12-18^ _____ Jul 19-25^ _____ Jul 26-Aug 1^

^New staff must satisfactorily complete SALT training to participate in 7-day service sessions. Missions/salary program available.

3-DAY SERVICE SESSIONS: Arrival is 4-5pm Friday. Departure is 3pm Sunday.

_____ Jan 18-20* (Family Festival)	_____ Apr 11-13* (SALT)	_____ Sep 26-28* (SALT)
_____ Feb 22-24* (SALT)	_____ May 30-Jun 1* (Cadet Orientation)	_____ Oct 24-26* (Trailblazer/Cadet)
_____ Feb 29-Mar 2* (Pioneer/Rustler)	_____ Jun 27-29* (Cadet Orientation)	_____ Nov 14-16* (SALT)
_____ Mar 28-30* (Trailblazer/Cadet)	_____ Sep 12-14* (Pioneer/Rustler)	_____ Dec 12-14* (Old Home Christmas)

*Arrival and Departure times vary and are flexible with these events. Training not required.

*New staff must satisfactorily complete a SALT training to participate in 3-day service sessions.

STAFF:

First Name _____ Last Name _____ Name For Nametags _____
 Address _____ Cell Phone _____
 City _____ State _____ Zip _____ Home Phone _____
 Gender _____ Birthdate ____/____/____ E-Mail _____

EMERGENCY CONTACT:

Contact First Name _____ Last Name _____ Relationship _____
 Home Phone _____ Cell Phone _____ Work Phone _____

MEDICAL INFORMATION:

A brief health survey will be conducted at time of arrival. All prescription and non-prescription medications, treatments, ointments, etc. must be turned in (in original containers) at that time.

Is the staff covered by health/medical/hospital insurance? _____ Name of Insured _____
 Insurance Company _____ Insurance Company Phone _____
 Policy Number _____

Doctor's Name _____ Phone _____
 Dentist's Name _____ Phone _____

Describe any on-going illness or condition (asthma, hyperactivity, diabetes, digestive trouble, etc.) to which you are subject and/or under a doctor's care. _____

Describe any allergies (food, medication, insect) to which you are subject. _____

Describe any physical, mental or emotional hindrances to which you are subject. _____

Give any further information/considerations. _____

Screening Permission for SALT and Staff



- This information is required annually from all workers, new and returning. It is required for all workers who will be present when campers are present. Complete thoroughly! Criminal history checks and/or fingerprinting are only conducted on adult workers, age 18+.
- Return completed application to: Camp Charis, Box 407, Pelham, GA 31779.
- Call 229-294-2294 if you have questions on completing this information.

Last Name _____ First Name _____ Middle Name _____
Address _____ Apt. # _____
City _____ ST _____ Zip _____ E-Mail _____
Home Phone _____ Work Phone _____ Cell Phone _____
Previous Address _____ Apt. # _____
City _____ ST _____ Zip _____ Dates At This Address _____
My Space, Facebook or other personal web page _____
Date Of Birth ____/____/____ Gender _____ Race _____ Maiden Name _____
Make/Model Of Car _____ Year _____ Tag # _____ ST _____
Social Security # _____ Driver's License # _____ ST _____
School Enrolled At _____ Major _____ Status _____
Current Employer _____ Supervisor _____
Position _____ How Long _____ Work Phone _____

REFERNECES:

PASTOR _____ Church _____ Phone _____
Address _____ City _____ ST _____ Zip _____

WORK LEADER _____ Position _____ Phone _____
Address _____ City _____ ST _____ Zip _____

ADULT FRIEND _____ Relationship _____ Phone _____
Address _____ City _____ ST _____ Zip _____

I have reviewed all parts of my application and agree that the information is complete and correct. I authorize and request any individual or organization to release information pertaining to my character, work performance or other record that may have a bearing on working with children at Camp Charis. I hold Camp Charis and all individuals and organizations free from any and all liability from disclosing information. All rights are waived to view information provided.

Signature _____ Date _____

Parent Signature (if under age 18) _____ Date _____



SALT and Staff

New Workers

Confidential Biographical Information

Name _____

Camp Charis Confidential Biographical Information (Pages 1-2)

Name _____ Date _____ Birth Date _____

Your biographical sketch helps us get to know you better. Many of the questions do not have a right or wrong answer and some may be directed at a different age group than yours. Please answer all questions completely and honestly. We consider all aspects of your application, biography and interview as we see how God's Grace has worked in your life. All information is confidential and used only to determine compatibility and placement at Camp Charis. **You may answer "personal interview" to any question in this biographical sketch you would rather not answer in writing.**

Describe your childhood home/upbringing. Tell about your siblings and their ages, including half, step and foster family members. Describe your current relationships, as well. _____

Are you married? _____ If yes, how long? _____ Spouse's Name _____

Have you or your spouse been married previously? _____ Describe your current spouse and your relationship. _____

Do you have children? _____ How many? _____ How many live with you? _____ List your children, step children, etc., giving names and ages. _____

Have you had a spouse or child (born or unborn) die? _____

We believe the expression of sexuality is reserved for married, heterosexual, monogamous partners. Are you now living a lifestyle consistent with this belief? _____ For how long? _____

What church do you attend? _____ **How Long?** _____

Describe your participation there. _____

Describe your understanding on the following Bible subjects and answer the following questions:

God: _____

The Bible: _____

Sin: _____

The essentials for salvation: _____

Jesus Christ: _____

If you were to stand before God and He were to ask you, "Why should I let you enter heaven?" what answer would you give? _____

Camp Charis Confidential Biographical Information (Pages 3-4)

Describe your salvation experience. _____

What Bible verses give you comfort and assurance of your relationship with Jesus? _____

Describe your present personal spiritual walk and/or Bible reading/devotional pattern. _____

Describe the last year of your life as to how you have grown, remained stable, stagnated or slipped spiritually.

Describe your view/experience on these lifestyle issues and how your life/testimony is enhanced by it:

Entertainment (music, movies, television, dance, attending clubs, theatre, etc.): _____

Use of alcohol: _____

Use of tobacco products: _____

Appearance and personal hygiene (hair style and length, tattoos, make up, clothing): _____

Obeying authority or laws of the land: _____

Dating/Courting: _____

Being unequally yoked: _____

Addictions of any sort: _____

Our Statement of Faith is foundational to our ministry and essential for binding like-minded believers together for service. Please mark the following statements according to the following code:

1=agree strongly 2=agree 3=no opinion at this time 4=disagree 5=disagree strongly

Camp Charis Statement of Faith. We Believe...

- _____ 1. That "All Scripture is given by inspiration of God" by which we understand the whole Bible is inerrant and its teaching and authority are final.
- _____ 2. That the Godhead eternally exists in three persons: Father, Son, and Holy Spirit.
- _____ 3. In the personality and deity of the Lord Jesus Christ, begotten of the Holy Spirit, born of the Virgin Mary, truly God and truly man.
- _____ 4. In the Personality and deity of the Holy Spirit, source and power of true worship and service, who indwells all believers.
- _____ 5. In the unique nature of man as a moral and rational being created in the image of God, after His likeness, as stated in the Word of God; however the whole human race fell into sin in the fall of the first Adam, thereby bringing all men under divine condemnation.
- _____ 6. That the Lord Jesus Christ became the sinner's substitute and died for the sins of the whole world.
- _____ 7. In the bodily resurrection of the crucified body of our Lord, in His ascension into heaven, and in His present life as our High Priest and Advocate.
- _____ 8. That Christ, in the fullness of the blessings He has secured by His death and resurrection, is received by faith alone and that the moment we receive Him we pass from death into everlasting life.
- _____ 9. That the church is composed of all those who truly believe on the Lord Jesus Christ as Savior.
- _____ 10. That all believers in the Lord Jesus Christ are called into a life of separation from worldly and sinful practices.
- _____ 11. In the evangelization of the world.
- _____ 12. In the personal return of our Lord and Savior, Jesus Christ.
- _____ 13. That the souls of those who have trusted in the Lord Jesus Christ for salvation do at death immediately pass into His presence.
- _____ 14. That the souls of the lost remain after death in misery until the final judgment of the great white throne.
- _____ 15. In the reality and personality of Satan.

Camp Charis Confidential Biographical Information (pages 5-6)

Our Core Values are foundational to our ministry and essential for keeping us focused on our purpose and away from distractions. Please mark the following statements according to the following code:

1=agree strongly 2=agree 3=no opinion at this time 4=disagree 5=disagree strongly

Camp Charis Core Values. We Will...

- _____ 1. Remain true to our Lord, Jesus Christ, and the teaching and authority of God's perfect Word, the Bible.
- _____ 2. Emphasize the teaching of grace as it relates to the gospel and its impact on the life of every individual, avoiding denominational distinctions. We will also avoid any extra-Biblical philosophy or teaching that is not central to Godly living.
- _____ 3. Promote and emphasize the Biblical habits of Christian living, Christian service and involvement in sharing the gospel around the world.
- _____ 4. Provide a staff that is thoroughly screened, well trained and committed to the statement of faith, purpose and practices of Camp Charis.
- _____ 5. Serve a significant number of campers (25% of our younger children) who are at higher risk due to poverty, a recent divorce in the family, death, imprisonment of a parent or foster care.
- _____ 6. Serve the Camp Charis family of campers, staff and supporters by providing on-going opportunities for encouragement and discipleship.
- _____ 7. Honor local Bible-believing churches and encourage them in every way possible.
- _____ 8. Continuously commit ourselves to the Lord for His leading and provision. We will clearly share the vision and needs of Camp Charis with His people and trust for His leading in their lives. We will maintain financial integrity by carefully accounting for all funds.

Answer the following questions regarding your work/school/legal life:

List your places of school/work over the last five years. _____

Have you ever been disciplined, discharged or asked to resign from any job or ministry for misconduct, immoral behavior or violation of work standards. _____

Describe your reputation/testimony at your place of schooling and/or employment. _____

Have you ever used illegal drugs? _____ Describe your experience. _____

Describe your driving record for the last five years. _____

Have you ever been questioned about or arrested for any crime? _____ Give a detailed description of all charges, including the circumstances, dates and results. _____

Have you ever sued or been sued in civil court? _____ Describe your experience. _____

Have you ever been connected in any way with an investigation of abuse against a child, senior adult or disabled person of any age? _____ Have you ever improperly touched a child, sexually or physically, or spoken to a child inappropriately concerning pornography or sexuality? _____ Give a detailed explanation.

Answer the following questions regarding your health:

Describe your general health and any hindrances you may have to participating at Camp Charis. _____

Describe any treatment for anxiety, depression, or mental illness you have received in the last five years. _____

Camp Charis Confidential Biographical Information (pages 7-8)

Answer the following questions regarding your camp life/skills/experience:

Describe your past experiences working at Camp Charis. _____

Describe any experience you have in working with children at other camps or in other situations. _____

Describe any specific skills, training or certifications that you have. _____

Describe any specific skills, training or certifications that you are willing to, or are in the process of acquiring. _____

Describe your hobbies or leisure activities. _____

The Camp Charis dress code is explained below. Will you be able to gladly follow it? _____

Official Camp Dress Code

Loose fitting tee shirts, jeans and shorts (to the fingertips) are the norm. Underwear should not be visible. Shirts with questionable or offensive messages or pictures are not allowed. Bathing suits are to be modest and covered at all times when outside the swimming area.

Modesty is expected of all workers and guests, young and old. Our teens and adults who are serving will be gracious examples of the dress code. Infractions by guests who are not in any way representing Camp Charis are graciously overlooked whenever possible.

Camp leadership may request any individual on the grounds to change their clothing or appearance for the benefit of the camp atmosphere.

Addition Staff/LIGHT/SALT Dress Code Information

The dress code has been adopted as a minimum standard of modesty for the atmosphere and activities at Camp Charis. All Staff and SALT are expected to gladly follow the dress code. Camp Charis sees joyful adherence to the dress code as a sign of maturity and willingness to serve the best interest of others over personal desires and freedoms.

Camp Charis Staff and Servant Leaders should not wear the following clothing while at camp:

- ⇒ tank tops of any sort*
- ⇒ short-waisted or low cut shirts (Take the bend tests!)*
- ⇒ shirts with spaghetti straps or no straps*
- ⇒ gang related colors or styles*

Jewelry worn at camp should be minimal and of a style that does not distract the wearer or observers.

General appearance (hair length and color, body piercing, etc.) should remain understated and remain unchanged from time of interview through the end of camp service. Camp leadership reserves the right to make case-by-case decisions regarding the general appearance of participants.

Footwear is mandatory in the lodge and while working in the kitchen, yard or housekeeping. It is encouraged, but optional otherwise. Sneakers are recommended for greatest safety, comfort and flexibility.

For more information, contact us at:

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