

# BASIC FACTS FOR SUMMER EMPLOYMENT – SERVE STAFF

## CAMP DESOTO

Mailing Address: P.O. Box 432, Mentone, AL 35984 - Shipping Address: 264 Hwy. Above the Clouds, Mentone, AL 35984  
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## Dates for Summer 2008

Saturday, June 7 – Friday, June 13	Pre Camp Training
Saturday, June 14 – Wednesday, July 9	1 <sup>st</sup> Session
Saturday, July 12 – Wednesday, August 6	2 <sup>nd</sup> Session
Thursday, August 7	Staff Close-out Day/Departure

### Welcome to Camp DeSoto

We are glad you are interested in serving on the staff of Camp DeSoto this summer. DeSoto is a privately-owned, summer camp for girls ages 8 to 16. DeSoto has been a summer camp since 1916, and for over 50 years, we have operated as a traditional camp for girls in the context of Christian community. Phil and Marsha Hurt are the current owners and directors of Camp DeSoto. They have three grow children and Mentone is their year-round home. Jennifer Miller serves as Camp's Assistant Director. She works year-round, residing in Chattanooga, Tennessee, during the off-season. Others serving on Camp's year-round staff are Laura Foote who is Camp's photographer; Emily Shuler who directs our Horseback program; and Eden Walker who directs our Program. Sue Henry, Camp's Director Emeritus, makes her home at Camp and continues to be involved in the life of Camp DeSoto in many ways.

We are seeking to hire college-age young women who are practicing Christians and who will be distinctly loving to serve on our summer staff. Applicants for a staff position need to have completed their Freshman year of college or have special permission from the Directors, and need to be in agreement with Camp DeSoto's mission as stated in our catalog:

There are so many things we want to give girls camping at DeSoto. We hope our campers will play and have fun in the truest and best sense. We hope they will experience the give and take involved in working together for the good of the group, as well as the joy of daily tasks and daily play. We want girls to know the safety of a loving environment. And, we want to offer them a place to succeed and to fail, knowing both are good teachers. We hope that time at Camp will help girls become better at responding to the difficult experiences that are an inevitable part of life. We want girls to grow in their own independence, and to develop in their understanding and appreciation of who they are. We want girls to become aware of their gifts and sense the joy in giving them to the cabin, or the community. More than anything, we want girls camping at DeSoto to be confident of God's love for them as individuals, and to personally respond to His love, appreciating anew the privilege of worshipping their Creator.

Serving as a staff member means your work is more than a job – it is also ministry.

SERVE STAFF is for individuals who feel called to be a part of the overall ministry and work of Camp DeSoto and who desire to meet the needs of the Camp community by setting up and serving the regular meals in the Dining Hall. This staff consists of approximately 8 staff members who live together in the SERVE cabin and enjoy the camp routine. SERVE staff enjoys teaching a service project class to our 10<sup>th</sup> grade campers as well.

SERVE STAFF is a position of service and hard work; it is a position of high satisfaction and plenty of Camp fun. While all of Camp is focused on helping campers and staff experience the fullness of Christian community, it is our hope that through the work of the SERVE STAFF girls will see new dimensions of the love of Christ and gain a deeper understanding of Christian service.

### Location

Mentone, Alabama is on Lookout Mountain, 45 miles south of Chattanooga, Tennessee and 100 miles north of Birmingham, Alabama.

### Time Off

**SERVE staff members have two nights off during the week once campers have settled into Camp. The nights out do not include Sunday nights and Special Event nights. Nights out should not be taken consecutively without prior permission.**

**If you commit to both terms**, we have a short break between terms which allows you about 24 hours away from Camp. You are free as soon as your responsibilities are completed on Wednesday, July 9<sup>th</sup> until 7:30 Thursday, July 10<sup>th</sup>. Friday, July 11<sup>th</sup> will be a day in Camp for our regrouping and refreshment as a staff. There will not be time in this day for you to visit outside of Camp, or for visitors to drop by Camp. We ask that no one travel over 100 miles from Camp during that break.

Each Sunday afternoon, after the noon meal, SERVE staff is free to leave Camp until 7:30 p.m.

## Laundry

There are no staff laundry facilities on the campgrounds. You will want to do your laundry on one of your nights out in Fort Payne, or possibly Chattanooga. The laundromat is a hub of social activity for camp counselors who are needing clean clothes. The drudgery of laundry is lessened by the camaraderie of friends. If you send your laundry out with the campers, you will be charged \$10 per bundle.

## Wedding Leave

Camp DeSoto does allow staff members to have one wedding leave if you are in the wedding, provided the dates are workable. These dates need to be cleared at the time of signing your contract. The plan allows you to leave one day and return on the third day. Obviously, that week you would not take any nights out. Needless to say, if you can attend in less time, we would appreciate your doing that. This plan is for those in a wedding. This does not include leave for debutante activities, family reunions, or weddings you would like to attend. No wedding leaves are granted during PreCamp training for first-time staff members, heads of activities, and other staff essential to that week of preparation for the summer.

## Staff Visitors

If you have out-of-town visitors during the summer, you may take two consecutive nights out with special permission from the Directors. Visitors may join us in the Dining Hall for the noon meal (excluding Sundays, Tribe Days, and Special Event Days) provided you have obtained permission from the Directors, made reservations in the office, and space is available. Visitors are not allowed out in Camp; you may visit with them at the Log Cabin Office parlor during your free time.

## Telephone and Email

Staff members may use their cell phones during off periods or any other free time. However, cell phones are to be used in the C-Hut. There is one phone line in the C-Hut for anyone without a cell phone. Because staying in touch is important and phone time is so limited at Camp, please give Camp's mailing address to your friends and family: Your name, Camp DeSoto, P.O. Box 432 - SERVE cabin, Mentone, AL 35984. Staff members are able to receive email through Bunk1 from our website. Email access is not available at Camp; however, several local establishments provide wireless services.

## Personal Belongings

Camp DeSoto is not responsible for personal belongings that you bring to Camp that might be damaged or stolen. You may bring such items (e.g. computers, IPODs, guitar, bicycle, tennis racquet, etc.), but you will need to take responsibility for their safekeeping. Many staff members will bring cars to Camp though it is not a necessity. There will be a place to park your car on the campgrounds, but you will need to be responsible for the valuables left there.

## Staff Behavior

Because we are a Christian community and because our counselors are serving as role models to young girls, we expect a great deal from our staff. It is hard for you to imagine the impact and influence camp counselors have on campers. Therefore, we ask a staff member to exhibit careful behavior in every aspect of her life.

- Use of alcohol is prohibited during your time of employment at Camp DeSoto, both during your time in Camp and your time off.
- Camp DeSoto is a non-smoking facility. If you are in the habit of smoking, this needs to be discussed with the Directors prior to signing your contract.
- At Camp we take a break from many of the things we normally enjoy in order to fully enjoy the Camp setting and all it offers. Restrictions on music, technology, clothing, personal belongings, and time are made in light of what is good for you and for the community as a whole. These limitations will enhance your summer experience and provide you with a wonderful removal only found at Camp. What may initially feel like a restriction is ultimately a gift.
- All counselors are required to sign out when leaving Camp and to sign in when returning to Camp. Your night-out curfew is 12:00 (midnight).
- If you have dealt with an eating disorder at any time during your life. We ask that you discuss this with one of us during your interview. This conversation is for your protection and success as a counselor. Though this conversation is necessary whether it is a past or present occurrence of the eating disorder, it does not necessarily preclude your being hired for a staff position.
- Your social networking site, including Facebook, MySpace, etc will be reviewed by camp staff.

## Salary

The base pay for a SERVE Staff member is \$750.00 for a one-month term and pre-camp or \$1,750.00 for both terms and pre-camp. A former DeSoto staff member will receive an additional \$75.00 for her experience. Staff members will be able to draw salary advances during the summer for spending money.

## Camp Closing

Campers leave on August 6<sup>th</sup>. Staff responsibilities are not completed until the morning of Thursday, August 7<sup>th</sup>. Though short, that time is important. You should be able to leave Camp no later than 10:00 a.m. that Thursday, August 7<sup>th</sup>.

# Application for SERVE Staff Employment

## CAMP DESOTO

P.O. Box 432 • Mentone, Alabama 35984  
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Email: [campdesoto@gmail.com](mailto:campdesoto@gmail.com)  
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Please  
attach  
a recent  
photo

Name \_\_\_\_\_ College Attending/ed \_\_\_\_\_

School Address \_\_\_\_\_

\_\_\_\_\_ Zip \_\_\_\_\_

Home Address \_\_\_\_\_ Home Phone \_\_\_\_\_

\_\_\_\_\_ Zip \_\_\_\_\_

Cell Phone \_\_\_\_\_ Email Address \_\_\_\_\_

Birthdate \_\_\_\_\_ Age (as of June 1, 2008) \_\_\_\_\_ Year in College \_\_\_\_\_

Dates of your 2007 Christmas Break \_\_\_\_\_ Dates of your 2008 Spring Break \_\_\_\_\_

Denominational preference \_\_\_\_\_

Social Security # \_\_\_\_\_

Driver's License # (please include the issuing state) \_\_\_\_\_

Have you ever been arrested? If so please state on what charge, where and the disposition thereof. \_\_\_\_\_

How did you find out about Camp DeSoto? \_\_\_\_\_

Please indicate the condition of your health. If anything other than excellent, please attach an explanation.

Excellent \_\_\_\_\_ Good \_\_\_\_\_ Fair \_\_\_\_\_





*Please answer the following questions on a separate sheet.*

1. Tell us about any camp experience you have had (as a camper and/or staff).
2. Please tell us about your life with Christ as a child and now as an adult.
3. Let us know about a life experience or a spiritual experience which you feel will help you be a SERVE member at DeSoto this summer. Be specific.
4. Why do you see SERVE staff as a good “fit” for you?
5. What do you know about being on SERVE staff?
6. What kinds of things bring you deep satisfaction and joy in life?

I authorize investigation of all statements herein, including any checks of criminal records, and release the camp and all others from liability in connection with same. I understand that, if employed, I will be an at-will employee unless there is an agreement or law which alters that status. Furthermore, I understand that any agreement must be in writing and signed by the designate camp official. I also understand that misrepresentations or falsifications herein or in other documents completed or submitted by the applicant will result in dismissal, regardless of the date of discovery by camp.

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



4. Have you ever been adjudged liable for civil penalties or damages involving sexual or physical abuse of children?  
Yes No

If yes, please explain: (Use a separate sheet, if necessary.)

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5. Are you now or have you ever been subject to any court order involving sexual or physical abuse of a minor, including, but not limited to a domestic order or protection?  
Yes No

If yes, please explain: (Use a separate sheet, if necessary.)

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6. Have your parental rights ever been terminated for reasons involving sexual or physical abuse of children?  
Yes No

If yes, please explain:

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I understand that:

- a) The camp may deny employment to any person who answers "yes" to any one of questions 2-6. If hired and the employer later discovers circumstances that would indicate a "yes" answer to any of the above questions, employment may be terminated immediately.
- b) The information provided on this form is subject to verification, which may include a criminal history check, request from any Central Registry of child abusers, and a motor vehicle check.
- c) The camp may terminate employment or volunteer service of any person if that person is found, regardless of when discovered, to:
  - 1) have a history of complaints of abuse of a minor;
  - 2) have resigned, been terminated, or been asked to resign from a position whether paid or unpaid, due to complaint(s) of sexual abuse of a minor; and/or
  - 3) have falsified or omitted information in this disclosure statement.
- d) This disclosure statement must be updated yearly.

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

Witness \_\_\_\_\_ Date \_\_\_\_\_

Signature of Minor's Parent or Guardian \_\_\_\_\_ Date \_\_\_\_\_

Please return with Staff Application to Camp DeSoto, P.O. Box 432, Mentone, AL 35984