



CAMP IROQUOINA

2341 Camp Rd, Hallstead, PA 18822-8838
570-967-2577 • campmanager@iroquoina.org

Dear Prospective Summer Staff Volunteer,

Thank you so much for your interest in volunteering at Camp Iroquoina this summer! There are many areas in which to serve at camp, with most of our volunteer staff serving in 3 main areas: kitchen, housekeeping, and maintenance.

There are also other opportunities to serve based on your own interests, skills, talents, and gifts. Serving at camp is a great way to learn new skills, hone skills you already have, and explore the use of your spiritual gifts as you make yourself available to the Lord for His service.

Serving at camp is that it is not “just another summer job.” It’s an adventure! You’ll help support the important gospel ministry of Camp Iroquoina, work alongside great people, have fun, and experience and enjoy the breathtaking beauty of God’s creation all around you.

I’ve listed the 2024 summer camp sessions below. Please prayerfully consider which of these you would like to volunteer for, then complete the application beginning on the next page. Lord willing, I hope to work alongside you this summer as we seek to glorify the Lord in all we do.

2024 Summer Camps

- Boys' Camp - Week 1: June 30 - July 6
- Boys' Camp - Week 2: July 7-13
- Teen Camp: July 14-20
- Soccer Camp: July 21-27
- Girls Camp - Week 1: July 28 - August 3
- Girls' Camp - Week 2: August 4-10
- Family Camp: August 11-17

In Christ,

Randy Hulshizer
Manager, Camp Iroquoina

For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them. Ephesians 2:10



2024 Volunteer Summer Staff Application

Contact Information

Full name: _____ Today's Date: _____

Permanent Address: _____

Primary phone: _(_____)_____ Email: _____

Age: _____ Birthdate: _____ SSN: _____

Availability (multiple, consecutive weeks is preferable)

Department (select all departments in which you are able to work)

- Kitchen
 Maintenance
 Housekeeping

Available sessions (select all sessions for which you want to volunteer; multiple, consecutive weeks is preferable)

- | | |
|--|--|
| <input type="checkbox"/> Pre-Camp Work Week* (Jun 23-29) | <input type="checkbox"/> Soccer Camp (Jul 21-27) |
| <input type="checkbox"/> Boys' Camp - Week I (Jun 30 - Jul 6) | <input type="checkbox"/> Girls' Camp - Week I (Jul 28 - Aug 3) |
| <input type="checkbox"/> Boys' Camp - Week 2 (Jul 7-13) | <input type="checkbox"/> Girls' Camp - Week II (Aug 4-10) |
| <input type="checkbox"/> Teen Camp (no teen workers) (Jul 14-20) | <input type="checkbox"/> Family Camp (Aug 11-17) |

* no stipend is offered for the pre-camp work week

Background

Home church: _____ How long have you attended? _____

Pastor's/elder's name: _____ Contact (email/phone): _____

Have you ever attended summer camp? Yes No Which camp, session, and years attended:

Have you ever been on staff at a camp? Yes No Which camp, session, and years:

How did you hear about this volunteer opportunity? _____

Have you ever been arrested or convicted of a crime?¹ Yes² No

Have you ever engaged in any child molestation, exploitation, or abuse?¹ Yes² No

¹ Pennsylvania state law requires all volunteer applicants 18 and older to obtain a child abuse clearance and submit to a criminal background check. You must complete these requirements before you may serve at Camp Iroquoina in any capacity. Please see <https://iroquoina.org/background-check-information/> for more information.

² If you answered "yes," to either of the two questions above, you must provide an explanation in a separate Word document, which you must include with your application.



"Remember now your Creator in the days of your youth..." Ecclesiastes 12:1a

Employment History (list most recent first)

Company name	Address	Dates	Position

Education (current or highest completed)

School name and address	# of years completed	Graduated (Y or N)	Degree/Major

References: Provide 3 references (one work related, one from Christian leadership, one of your choice). Your Christian leadership reference (i.e. elder/pastor) MUST be from someone you have consistent contact with and knows you well. For each reference you list here, you must send the Staff Reference Form to each one and ask them to complete it and return it to campmanager@iroquoina.org.*

Name	Position/ Occupation	Relationship to applicant	Years known	Phone #	Email

* Applications will not be processed until the reference form is received

Personal Evaluation: Select 1-5 for each statement below indicate how well it describes you (1=least, 5=most)

Category	1	2	3	4	5
I always do high quality work					
I am always punctual (on time)					
I show initiative (start work with being asked/told)					
I always strive for safety for myself, those around me, and those I am serving					
I work well with others					
I follow directions and respect leadership, even when I disagree					
I take instruction well and am teachable					
I am good at and enjoy working with youth and children					



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Interest and Skills Evaluation: Please indicate your interest OR experience/skill level in each category listed below. If you selected “Highly Skilled” or “Have Taught,” please include comments about your experience including any current certifications (i.e. First aid, lifeguarding, swimming, WSI, archery, etc). For categories in which you have no interest or experience, please leave them blank.

Category	Interested	Have Done	Experienced	Highly Skilled	Have Taught	Comments
Archery						
Audio/Sound						
Automotive						
Carpentry						
Cleaning						
Computer Networking						
Construction						
Cooking						
Electrical						
First Aid/ CPR						
Landscaping/Yard work						
Lifeguarding						
Mechanical						
Office/Clerical						
Plumbing						
Swimming						
Video/Photography						
Water Safety						
Other:						
Other:						
Other:						
Other:						
Other:						



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Personal Salvation Testimony

Please type or paste a 250-500 word narrative (1-2 double-spaced, 12pt font, pages) about your salvation story below. Have someone proofread your narrative. If you do want to type it or paste it below, you may type it in a separate Word document. Save it as a new Word document with your full name in the file name and email it along with your application and other supporting documents to campmanager@iroquoina.org.

You might have been saved at a young age, but please remember that your testimony is much more than a single moment; it is a lifelong journey of becoming more like Christ.

It is sometimes difficult to start writing. Use the following prompts to help you formulate your thoughts:

- Explain how and when you came to know Jesus Christ as your Savior
- What is your spiritual background?
- What important decisions and experiences have impacted your walk with Christ?
- What passages of Scripture did God use to show you truth about God, yourself, and salvation?
- How did God convict you of your sin?
- When you die, where will you go and how do you know this?

Type or paste your salvation testimony below (or send in a separate Word document)



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Iroquoina’s Mission

To be a Christ-centered camp that provides a safe environment for children and families.

Statement of Faith

- We believe that the Bible is the inerrant Word of God, verbally inspired, and the all sufficient rule of faith and practice.
- We believe that God eternally exists in three equal persons: Father, Son, and Holy Spirit.
- We believe in the virgin birth, the sinless perfection and bodily resurrection of the Lord Jesus Christ.
- We believe in the total depravity of the human race and the absolute necessity of a new birth.
- We believe that redemption is wholly by the blood of Christ, that salvation is by grace alone, and through faith in Jesus Christ our Lord.
- We believe that the Church of Christ is composed of all true believer in the Lord Jesus Christ, and is one and indivisible. We believe that the hope of the Church is the personal, pre-millennial, and imminent return of our Lord.

Certification, Release, and Signature: Read each statement. Check each box to indicate your agreement with the statement.

I agree with the Camp Iroquoina Mission and Statement of Faith (above). If you disagree with <u>any</u> part of these statements, you <u>must</u> provide an explanation in a separate Word document and include it with your application.
I have read and understand all of the Camp Iroquoina Staff Rules (attached to the end of this document), and I have initialed each page. By accepting a position at Camp Iroquoina, I agree to follow all of these rules. I understand failure to follow these rules will have consequences which might include dismissal from Iroquoina.
I have reviewed the Application Checklist and instructions for submitting my application , which may be found on the following page (page 6), and I agree I must complete all items before my application will be considered.
I understand that the information provided by me in this application and any accompanying documents will be checked and that any false statement or omission of facts connected with this application may result in either no service opportunity or immediate dismissal.
I authorize all former employers, persons, schools, companies, and law enforcement authorities to release any necessary information to Camp Iroquoina and/or its agents, and release any of the above-listed from damage whatsoever for issuing this information.
I understand Camp Iroquoina has a zero tolerance policy regarding alcohol and illegal drug use. If required, I am willing to submit to drug testing to detect the use of illegal drugs prior to and during service. Any use of alcohol or illegal drugs while serving at camp will result in immediate dismissal from Iroquoina.
I understand that I am applying for a volunteer position, and although a small honorarium or stipend <u>might</u> be provided, this does not in any way constitute or imply payment for services rendered.
I understand that by accepting a volunteer position at Camp Iroquoina, I am committing myself to a position of service. My attitude and behavior will be examined in terms of my modeling Christ-like behavior toward others.

Signature of Applicant

Date

Parent/Guardian Signature (if under 18)*

Date

* I agree that my child may work as a volunteer as indicated in the application above. I further agree that if my child is dismissed from camp for any reason, I will immediately/promptly arrange transportation for or pick up my child from camp.



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APPLICATION CHECKLIST

Use the following checklist to ensure that you have completed all parts of your application. Your application cannot be considered until you have completed all of these items.

I have filled out, reviewed, and double-checked my application form (pages 1-5)

I have included my written, proofread Personal Salvation Testimony on page 4, or I have written it as a separate Word document, which I have emailed to campmanager@iroquoina.org)

I have signed and dated the Certification, Release, and Signature on page 5, and, if I am under the age of 18, my parent or guardian has signed and dated the Certification, Release, and Signature on page 5

I have provided the Staff Reference Form to each of my 3 references listed on page 2, and I have asked each one to complete the form and send it back to campmanager@iroquoina.org

I have filled out my health form AND waiver, which I must bring with me when I serve on staff

I have completed the required background checks (see <https://iroquoina.org/background-check-information/>), the results of which I must bring with me when I serve on the volunteer staff

SUBMIT YOUR APPLICATION VIA EMAIL OR POSTAL MAIL

Via Email

1. Email your completed, signed PDF application (either electronically signed OR printed, physically signed, then scanned into a new PDF) along with your written Personal Salvation Testimony (either included in the PDF or as a separate Word document) to Randy Hulshizer, Camp Manager, at campmanager@iroquoina.org.
2. Print your completed health form and the results of your required background checks. Bring them with you on your first day at Camp Iroquoina and give them to the Camp Manager.

Via Postal Mail

1. Print your completed application, sign it, and mail it (along with your written Personal Salvation Testimony (either included in application or as a separate Word document)

Randy Hulshizer, Manager
C/O Camp Iroquoina
2341 Camp Rd
Hallstead, PA 18822-8838

2. Print your completed health form and the results of your required background checks. Bring them with you on your first day at Camp Iroquoina and give them to the Camp Manager.



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2024 Volunteer Staff Rules

I. Purpose

Camp Iroquoina's mission is to be a Christ-centered camp that provides a safe environment for children and families. As such, these volunteer staff rules have been established to serve a two-fold purpose:

1. *To ensure that the staff, administration, and operations of Camp Iroquoina do not hinder, but rather promote, the fulfillment of this mission to honor Christ and provide a safe environment for campers. Please consider that, as a staff member and representative of Camp Iroquoina, campers will observe your behavior and take it as an example of Christ-likeness. This is serious, since it means that your conduct and behavior are a form of teaching. In 2 Timothy 4:12, the apostle Paul writes, "Let no one despise your youth, but be an example to the believers in word, in conduct, in love, in spirit, in faith, in purity." The rules in this document are intended to help you to be the best example you can be at Camp Iroquoina.*
2. *To promote a pleasant, healthy, and safe working and living environment where each staff member can grow and thrive spiritually, emotionally, and physically. To fulfill this objective, we all need to live and work in harmony at camp as brothers and sisters in Christ. Although some rules might seem more restrictive than necessary (or occasionally not restrictive enough), they are intended to create a culture of safety and a common ground of behavior and conduct for volunteer staff members who come from different backgrounds, cultures, and traditions. Our mutual goal is to live and work at camp such "... that in all things God may be glorified through Jesus Christ..." I Peter 4:11.*

II. Rules

A. PERSONAL ATTITUDE AND CONDUCT

1. You will respect and obey* those in leadership, including but not limited to staff parents, staff leaders, work area supervisors, camp manager. (* An exception is if a leader tells/asks you to do something immoral, illegal, dangerous, or in some way harmful to a person's well-being. In such a case, please explain your concern to a leader whom you trust.) See Hebrews 13:17.
2. You will not be argumentative, obstinate, or difficult, but rather you will seek to live in peace with your leaders, fellow staff members, and others attending and leading the camp programs. See Romans 12:18, 2 Timothy 2:24, and 1 Thessalonians 5:12,13.
3. You will work diligently as a servant of Jesus Christ and complete your work assignments to the best of your ability, in conformity to the directions of your supervisor. See Colossians 3:22-24.
4. No "dating" (on or off campus) as long as you are working on staff at Camp Iroquoina. First, do not plan to begin a new dating relationship while serving on staff. Second, in a case where you and a dating partner are present at camp simultaneously, you should plan to suspend your dating activities as long as you are on staff. We want you to focus on your work, on growing spiritually, and on forming solid friendships without "romantic" distractions while on staff at Camp Iroquoina.
5. No inappropriate behavior or touching between members of either gender. See 2 Timothy 2:22.
6. No profanity, foul language, or crude or off-color jokes. See Ephesians 4:29.



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B. PARTICIPATION

Being on the volunteer staff at Camp Iroquoina should not be thought of as a "job." Rather, it is an opportunity to serve the Lord by helping support the camp ministry. It is also an opportunity to grow spiritually by focusing on your own walk with the Lord Jesus Christ through personal prayer, Bible reading, biblical meditation, and group prayer, teaching, and devotional times. As such, you are expected to fully participate in the activities listed below.

1. You must report to your work assignments promptly each day, work a full-shift, and do your work throughout your shift to the best of your ability, while exhibiting an attitude of Christ-likeness, in conformity to the instructions of your supervisor. See Colossians 3:22-24.
2. You must attend all daily staff devotions unless you have been excused by the Camp Manager. The Camp Manager will set the times and locations for staff devotions.
3. You must attend Sunday morning meetings (esp. The Lord's Supper) unless you have been excused by the Camp Manager.
4. During family camp, you must attend the evening meeting unless your work prevents it or you have been excused by the Camp Manager.
5. You must agree to spend personal time with the Lord in prayer, Bible reading, and biblical meditation each day. While we will not necessarily "check up on you" about this, we believe this is an essential part of every Christian's day. We suggest that you set aside a particular amount of time at the same time each day (early morning is a great idea, but this is not a hard and fast "rule") to do this.
6. You must attend meals at the appropriate time (based on your work assignments)
7. You must attend and participate in required staff group activities, ministry sessions, workshops, and other sessions as scheduled by your staff leaders and/or the Camp Manager. Some of these activities may be optional on your day off at the discretion of the Camp Manager.

C. PROHIBITED ITEMS

Do not bring any of the items listed below with you to Camp Iroquoina. Failure to comply could result in confiscation of your property or early dismissal from staff (at the camp manager's discretion). This list is not inclusive. Any other item of personal property (e.g., a personal electronic device, which may be searched at the camp manager's discretion) used for any purpose listed below) considered being in opposition to the objective and philosophy of Camp Iroquoina and/or its volunteer summer staff program may be confiscated and held until the participant completes his/her staff session(s).

1. Illegal drugs, alcohol, tobacco, or related paraphernalia (vaping equipment, pipes, lighters, rolling papers, matches, etc.) NOTE: Camp Iroquoina has a zero tolerance policy regarding the possession of alcohol and illegal drugs on camp property. If you are found in possession of alcohol or illegal drugs while at Camp Iroquoina, you will be immediately dismissed.
2. Weapons, firearms, and ammunition. This includes but is not limited to guns, knives, fireworks, firecrackers, caps, cap guns, gunpowder, or any other explosive device or substance.
3. Pornographic materials including all inappropriate pictures, posters, magazines, etc.
4. Music, movies, magazines, books, posters, or other materials that promote immoral or ungodly attitudes or practices.



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D. DRESS CODE

Modesty is the best policy. The guidelines below help ensure that clothing worn by males and females will contribute to the spirit of camp in a positive way by being modest and acceptable. These guidelines also apply when staff are off the grounds, as you are representatives of Camp Iroquoina.

1. Everyone
 - a. Shoes must be worn at all times for safety reasons.
 - b. No pajamas worn in public.
 - c. No immodest bathing suits.
2. Ladies
 - a. No dresses and tops of improper cut, strapless or low cut tops front and back. No cleavage should be visible. No spaghetti straps, halters, midriff tops (shirts must cover stomach with arms extended overhead).
 - b. Shorts should be of proper fit and longer than the longest finger with arms at your sides.
 - c. Be modest when sitting (with loose shorts or skirts) and bending over (with loose shirts).
3. Guys
 - a. Shirts should cover your entire torso (including chest, back, and abdomen). Keep your shirt on except when swimming.
 - b. Pants should be worn properly with the waist at your waist. No boxers showing.
 - c. Be careful with the loose fitting basketball style shorts, and sit modestly.

E. STAFF LIVING

1. You must obtain the Camp Manager's permission to leave the Longhouse after dark.
2. You must be in the staff lounge (aka, Green Room) OR the dorms by 10 PM.
3. Girls are not allowed in the boys' dorm and boys are not allowed in the girls' dorm.
4. You must be in your appropriate dorm and quiet by 11 PM; all lights out by 11:30 PM. Lights should remain off (except in emergencies) until 5:30 AM.
5. You may not leave the dorms before 5:30 AM unless your work assignment requires or you have obtained permission from the Camp Manager.
6. Practical jokes must be pre-approved by the Camp Manager.
7. Dorm rooms must be kept clean; rooms and personal spaces will be inspected and the floor must be cleared periodically for mopping.

F. ENTERTAINMENT, PHONE, AND TECHNOLOGY

1. All movies/videos must be pre-approved by the Camp Manager and should during approved times and in approved areas—not in the dorms.
2. During normal camp operations, cell phone use is limited (unless approved by the Camp Manager) to the evening hours between 7:30 PM – 10:30 PM, and not during staff devotional times. This also applies to texting. Please keep your usage brief and away from campers and camper areas. Volunteer staff members who do not adhere to this usage policy will be required to "check in" their phones and may only check them out during approved cell phone usage times.



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F. ENTERTAINMENT, PHONE, AND TECHNOLOGY (CONTINUED)

3. We would prefer that you not bring laptop computers to camp. If you must have yours, please limit its use to evening hours and/or with permission of the Camp Manager. Please be away from campers and camper areas. Permission for one instance does not cover the whole week or summer. Permission only covers that one occurrence.
4. The Camp Iroquoina office phone is for emergencies only.

G. CAMP GROUNDS AND PROGRAM

1. No vaping, smoking, or use of any tobacco products.
2. No drinking (alcohol) or using illegal drugs. Camp Iroquoina has a zero tolerance policy regarding alcohol and illegal drug use. If asked, you must agree to submit to drug testing to detect the use of illegal drugs prior to and during your volunteer service. Any use of alcohol or illegal drugs while serving at Camp Iroquoina will result in immediate dismissal.
3. During Boys' Camp, girls must stay out of the cabin areas except on approved business.
4. During Girls' Camp, boys must stay out of the cabin areas except on approved business.
5. You must have a driver's license AND the express approval of the Camp Manager to drive any camp vehicle including, but not limited to, camp trucks, van, tractor, golf carts, and the Kobota UTV.
6. In a case where you have obtained approval from the Camp Manager to drive a camp vehicle, please observe that campers may not be passengers under and circumstance unless you have been given explicit permission from the Camp Manager.
7. If you have children attending the camp program you must limit your interaction and you may not take them away from or out of the program.

H. OUTINGS AND EXCURSIONS

1. All trips or hikes off the camp property must be pre-approved by the Camp Manager; this includes your day- off excursions.
2. Staff under age 18 may not leave the camp alone in cars. On staff night out, driver must be age 19 or older. To drive the Camp highway vehicles you must be 25 or older.
3. When going on outings, groups including both genders must be in-groups of 3 or more. Single-gender groups must be in groups of 2 or more, unless approved by the Camp Manager.