

# Deerfoot Staff Application 2012

**Application Process:** Thank you for applying to serve on the staff of Deerfoot Lodge. All parts of the application process must be completed before a decision to hire can be made. The application process includes:

1. Completion of the Staff Application
2. Three completed reference forms, which may be printed at the Deerfoot Website ([www.deerfoot.org](http://www.deerfoot.org))
3. Personal or phone interview.
4. Screening process including background check and abuse prevention steps.



Begin by completing the following application. Please keep your answers brief and to the point.

Send completed Application and Reference forms to: Chief Ron Mackey, 41 Overlook Drive, Averill Park, NY 12018; or email: [chiefron@deerfoot.org](mailto:chiefron@deerfoot.org); or Fax, 518-207-0434

**Name:** Last First Middle Age Birth date

**Home Address:** Street / Box City State Zip Home Phone #

**College Name/ Address:** Street / Box City State Zip Dorm Phone #

**E-Mail Address:** Cell Phone#

**Yr in School:** Social Security #:

**Dates Available:** Beginning Date Ending Date **Height:** **Weight:** **Shirt size:**

If you are not available from June 3 (Staff training) to August 20 (Post camp), please explain:

**Deerfoot experience:**

**Position desired for 2012 Season:**

**Other camping experience:**

**Current Awards and certifications:** (Indicate Course Title, Expiration date and Certification provider, i.e. American Red Cross, Solo, National Safety Council, American Heart Association, etc.). Photocopies of cards will be needed.

Certifications	Course Title	Expiration Date	Certification Provider
First Aid			
Aquatics (WSI, Lifeguard, etc)			
CPR			
Riflery (NRA, etc.)			
Other:			
Other:			
Other:			

**Deerfoot Awards (note**

**Basic/Advanced/Masters):** \_\_\_ **Camcraft** \_\_\_ **Canoeing** \_\_\_ **Archery** \_\_\_ **Fishing** \_\_\_ **Riflery**

\_\_\_ **Handcraft** \_\_\_ **Sailing** \_\_\_ **Survival** \_\_\_ **Swimming** \_\_\_ **Tripping** \_\_\_ **Wildlife**

**Where your church home and what is your participation there?**

**Describe your present personal Bible reading/devotional pattern:**

**What co-curricular activities do you participate in?**

**Please review the Deerfoot Calendar/Brochure and/or Web Site. Are there any activities described or pictured therein in which you cannot participate? Please Explain.**

**What do you do to keep physically fit?**

**Which three people have had the greatest impact upon your life and why?**

Name	Reason
1.	
2.	
3.	

**What do you think campers should gain from their Deerfoot experience?**

**How will this happen?**

**What do you think you should gain from your summer at Deerfoot?**

**How will this happen?**

**What does it means to be a servant/leader as a counselor to 11-year-old boys?**

**What key points would you include when explaining the Gospel of Jesus Christ to someone?**

**Describe when/how you became a Christian and what you do now to grow in your faith.**

**Describe your view of the Bible's authority and accuracy?**

**To what kind of work or service do you believe God is calling you? Why do you believe that this is a good fit for you?**

**References:**

*Reference forms are available at the Web site. You are responsible to contact the following references, supply the reference form and have it sent to the camp office.*

<i>Name</i>	<i>Relationship to you</i>	<i>Email</i>
A Christian Brother		
An Employer		

Other

**List below the date and situation for any traffic or criminal convictions against you. Also list any pending court actions:**

**Give Driver's License #:**

**State of Issue:**

**Age on 6/25 :**

**Have you ever been subject to school discipline? If yes, please describe honestly:**

## **Statements of Staff Conduct**

An Employee Handbook will be provided to each hired staff person after a Staff Agreement is accepted. The following conduct policies are provided in addition to the policies listed in the Employee Handbook. Staff who disagree with these policies or who do not conduct themselves in accordance with them are expected to resign or they will be terminated. **Please put your initials in each blank if you agree to live under the expressed conduct while you are a staff at Deerfoot Lodge.**

### **Sexual Purity**

In an age where society is increasingly confused about sexual identity and sexual purity, Deerfoot Lodge believes it is important that it be clear with its staff about its expectation that they uphold the highest standards of Biblical purity in their interpersonal relationships.

We believe that God's design for the gift of sexuality is that it is to be exercised and enjoyed only within the covenant relationship of marriage between one man and one woman. It is God's intention that those who enter marriage shall seek, in mutual love and respect, to live, one man and one woman, in Christian fidelity as long as both shall live (Genesis 2:24; Hebrews 13:4; 1Corinthians 7).

We believe God has expressly reserved sexual intercourse and other forms of intensely interpersonal forms of sexual behavior for heterosexual marriage (Ephesians 5:3, Colossians 3:5; 1 Corinthians 6:9). This biblical boundary means that married persons who commit adultery and unmarried people who have intimate sexual relations violate the teachings of Scripture and the historic understanding of the Christian church. It is God's expectation that the unmarried shall live pure and celibate lives, refraining from sexual intimacy.

We recognize that sexual purity involves right thoughts and motives, as well as right behaviors. We commit to hold each other accountable to be sexually pure in our actions as well as our motives and thoughts.

**Do you acknowledge agreement with this policy and commit to abide by it? \_\_\_\_**

### **Conflict Resolution**

Rumors, backbiting, and unresolved interpersonal issues soon tear apart the people of God. Matthew 18:15-17 is clear about how to handle disagreements, misunderstandings and troubled feelings.

**Do you agree to talk only with the person/persons who have offended you about the offense, and not talk to anyone else about the offense until you have worked through the problem in the proper biblical steps? \_\_\_\_**

**Do you agree to welcome a person that you have offended who comes directly to you to resolve the issue, and if the issue is not resolved, proceed through this biblical process? \_\_\_\_**

### **Use of Alcohol, Drugs, and Tobacco**

**Recognizing that Christians may differ particularly in the use of alcohol, in the interest of Christian harmony, will you abstain from the use of alcohol, smoking, and drugs from the date your employment at Deerfoot Lodge begins through the date your employment terminates? \_\_\_\_**

### **Deerfoot Traditions**

**Are you willing to abide by all of the following historical traditions of conduct and appearance during the terms of your contract? Remove all piercings except when you are off camp property on your day off, keep your speech and conduct above reproach (including online forums), cover any tattoos with dubious content, give your very best in everything, always? \_\_\_\_**

### **General Christian Conduct**

**If hired by Deerfoot Lodge, will you seek to live under the authority of Word of God and be an example of biblical Christian living throughout the program? \_\_\_\_**

### **Please review the Deerfoot Lodge Statement of Faith, Heritage, and Practice**

*(attached at the end of this application)*

This doctrinal statement represents my beliefs except as noted here:

I believe my responses in this application are a fair and clear statement of my situation, feelings, and beliefs at the present time, and that I am fitted for service at Deerfoot Lodge in the position applied for.

**Signature:**

**Date:**

Deerfoot Lodge: 41 Overlook Drive, Averill Park, NY 12018    [chiefron@deerfoot.org](mailto:chiefron@deerfoot.org)    518-256-0106(ph) 518-207-0434(fx)

## DEERFOOT LODGE STATEMENT OF FAITH

1. I believe that the Bible is the infallible word of God comprised of the 66 books of the Old and New Testaments. It was written under the full inspiration of the Holy Spirit and is the principal revelation of God's character and the supreme authority in all matters of faith and conduct. No human words or ideas can be added to the Bible or elevated to a status equal with the Bible. (2 Timothy 3:16-17; Isaiah 40:8; 2 Peter 1:21)
2. I believe in one God, eternally existing in three persons: God the Father, His only Son Jesus Christ our Lord and Savior, and the Holy Spirit who indwells every believer. (Deuteronomy 6:4; 1 Corinthians 8:6; John 14:16-17; 1 Corinthians 3:16; Matthew 28:19; 1 Peter 1:2; John 1:1-4)
3. I believe that Jesus Christ was conceived by the Holy Spirit, born of the Virgin Mary, and is both fully God and fully human, and yet without sin. (John 1:1-4; Luke 1:26-38; 2 Corinthians 5:21; Hebrews 4:15)
4. I believe in the unique nature of man as a moral and rational being created by God in His image distinct from all other living creatures, and in the historic fall of man into sin, thereby bringing all humanity under God's condemnation. (Genesis 1:26-27; Romans 3:23; Romans 5:12-21)
5. I believe that the Lord Jesus Christ died for my sins according to the Scriptures, taking upon himself the judgment I deserved, so that all who believe in Him are justified and sanctified by faith alone through his shed blood. (Ephesians 2:8-9; Romans 6:23; Romans 3:23-28; 1 Thessalonians 5:23)
6. I believe in the bodily resurrection of our Lord Jesus Christ, in His ascension into Heaven, in His present life as my High Priest, Advocate, and sole Mediator between myself and God the Father, and in His future personal return to judge the world and gather all believers to Himself. (Acts 1:1-11; 1 Corinthians 15:12-15; Hebrews 4:14-16; 1 Timothy 2:5; Matthew 24:30)
7. I believe in the everlasting salvation of lost and sinful people, and that salvation is the gift of God to man, received only by personal faith in Jesus Christ as Lord and Savior. It is wholly an act of God's free grace and is not the work, in whole or in part, of human effort. (John 1:12; John 3:16; Ephesians 2:8-10)
8. I believe that the Holy Spirit indwells and gives life to all believers, enables them to understand the Scriptures, empowers them for godly living, and transforms their character to bear the Fruit of God's Spirit in order to equip them for service and witness. (John 16:7, 13; Galatians 5: 16-24; Romans 8:9; Ephesians 1:13-14; 2 Peter 1:3)
9. I believe in the spiritual unity of all believers, that all those who profess faith in the Lord Jesus Christ are united as one Church under Him and have a supernatural ability to work together as one body. I believe in the priesthood of all believers, so that anyone who believes in Jesus Christ as Lord can approach him directly and pray to him directly in all matters of faith and life. (Ephesians 1:22 - 23; Ephesians 4:15-16; Hebrews 4:14-16; )
10. I believe in the personal return of our Lord and Savior, Jesus Christ, in the bodily resurrection of the redeemed in Christ to the enjoyment of God forever in His presence, and in the bodily resurrection of the unredeemed to the judgment of God forever apart from His presence. (Matthew 25:46; 1 Corinthians 15:42-55; 1 Thessalonians 4: 13-18; Revelation 20:5-6;12-15)

## **Statement of Faith Heritage & Practice**

1. We are primarily evangelical and protestant in our affiliations, though we have no formal affiliation with any particular denomination.
2. Evangelism and discipleship are important parts of our mission, but we avoid high pressure methods to coerce campers to believe and grow in Jesus Christ as their personal Savior.
3. We place a high value on the past traditions of Deerfoot, including but not limited to the Breaking of Bread service as a symbolic act that brings believers together in worship of Christ, a mix of traditional hymns and favorite contemporary songs, a specific style of corporate worship, a spirit of encouragement and building one another up, the importance of daily devotions, a rugged wilderness experience to teach Scriptural principles, and a commitment to model faith in all of life.
4. We embrace a culture of managed risk that produces growth in both staff and campers. Learning to identify and adapt to hazards in the wilderness, experiencing pristine parts of God's creation not easily reached, the challenge of carrying a pack over distance on rugged trails, and living together in a primitive campsite community provide opportunities for the kinds of character and spiritual growth needed in godly young men.
5. The priority of our mission is to build godly men. We do this in a Christ-centered community through wilderness camping.
6. We require staff and campers to live within DL's expression of faith heritage and practice during their time at camp.

## **Staff Compliance**

1. The Director is responsible to determine the 'faith fit' of prospective staff members.
2. If a prospective staff member belongs to a denomination whose teachings are at variance with DL's statement of faith and faith heritage, the director will probe those differences as part of the hiring process to determine harmony with DL's commitments.
3. While there may be different levels of maturity of faith expression exhibited in different staff positions, all staff must hold to both DL's Statement of Faith and Statement of Faith Heritage & Practice without reservation. Exceptions to this will be rare and at the discretion of the Director and with the knowledge of the Board.