

CAMP VESPER POINT

CAMP VESPER POINT

Summer Staff Policies and Practice

554 McCallie Ave • Chattanooga, TN 37402

Phone: 423-648-7936 • Fax: 423-267-1208 • cvp@vesperpoint.org • www.vesperpoint.org

MISSION

Camp Vesper Point serves the mission of First Presbyterian Church of Chattanooga, TN by providing a camping environment where Jesus Christ is presented and glorified in worship, fellowship, discipleship, and recreation with an emphasis on God's calling for all to become more fully devoted to following Christ Jesus our Lord.

The Camp Vesper Point staff operates in a family atmosphere, professing genuine faith in the Lord Jesus Christ and working as a team, desiring to see others grow in their relationship with Christ as well as develop their own personal growth and maturity as a Christian. We trust that the Holy Spirit will bless our efforts and rely on Jesus Christ as the sole way to reconcile to our Father in heaven.

STAFF PROFILE

Camp Vesper Point, therefore, is seeking summer staff who are committed in their walk with Jesus Christ, desire to work with young people, and are interested in serving the Lord in a camp environment. You are being asked to join a team that must work together in unity and be committed to do everything through prayer and supplication to the Lord.

While Camp Vesper Point is owned and operated by First Presbyterian Church of Chattanooga (PCA), we seek, as part of our ministry at Camp Vesper Point, to be "eager to maintain the unity of the Spirit in the bond of peace" (Eph 4:3). We, therefore, do not teach or promote any particular denomination distinctives that can be divisive to our staff and to the numerous campers and families (from various denominational or un-churched backgrounds) that we serve. Thus, we expect staff to embrace our evangelical spirit and desire to be united on the core principles of faith in Jesus Christ (Acts 4:12). In this regard, all staff should feel comfortable sharing the gospel openly within the camp environment.

STAFF POSITIONS AVAILABLE

We normally hire college students and older high school students to serve in the capacities of counselors, work crew, and support staff.

Counselors – The heart of Vesper Point is our counselor staff who oversee the direct ministry to our campers. Counselors live with campers and a co-counselor in order to present the gospel with credibility and relationally. Counselors serve as mom, dad, teacher, coach, mentor, and friend as they invest in the lives of their campers.

Junior Counselors – Rising high school seniors and rising college freshmen are invited to apply as junior counselors. Jr. Counselors will be paired with older counselors (normally veteran counselors) and gain not only the opportunity to minister to cserve CVP multiple years and become our veteran counselors in years to come.

Female Work Crew – A discipleship-based program for female students in high school and college. Working closely with the larger staff, our female work crew support the facility and program needs at CVP. Particular responsibilities include the preparation and clean-up of meals, camp store operations, and participation in certain camper activities. All female work crew are highly encouraged to become certified lifeguards. CVP has a reimbursement program available that can offset this cost.

Male Work Crew – A discipleship-based program for male students in high school and college. Working closely with the larger staff, our male work crew support the facility and program needs at CVP. Particular responsibilities include the care of the grounds and repairs to our facilities.

Leadership Staff – A leadership team is typically filled with CVP veterans, though exceptions are made for exceptionally qualified applicants. If you have interest in serving on the leadership team please contact the director.

Peripheral Needs - These roles do not constitute independent positions but give applicants a higher consideration for employment:

- nursing / medical students
- musicians
- lifeguards (certification required)
- boat drivers (must attend our waterfront training)
- skit and program staff

Our normative pay structure is as follows (per week):

- | | |
|--|-------|
| • Work Crew (male and female) | \$100 |
| • Junior Counselor (rising 12 th grader or rising college freshman) | \$140 |
| • Counselor | \$170 |

(An additional \$5 is added for each additional year worked.)

All staff will be paid \$100 for staff orientation week and \$50 for clean-up week.

STAFF CONDUCT

During staff orientation all staff will be instructed regarding expectations regarding dress, behaviors, language, etc.... In general principle, we would seek staff who would maintain modesty and avoid unacceptable behavior or dress. We seek to provide a safe camping environment for our campers and would clearly prohibit the use of alcohol, tobacco, or illegal drugs during camp sessions as well as during time-off. We desire conservative dress (one-piece swimsuits, no tight or revealing clothing, men wearing t-shirts at all non-waterfront times, etc...) and should remember, “What we do in moderation campers will do in excess.”

All staff are expected to attend church on free Sundays. You do not have to attend First Presbyterian Church (however, you are invited!). You will need the refreshment that comes from worshiping with the body of Christ in the local church. The camp schedule has been restructured this year to a Monday arrival for campers in order to provide you this opportunity.

During the summer staff are asked to:

- Maintain personal time alone with God and in His Word
- Actively participate in all vesper services
- Communicate to the camp director or to the lead girl / guy counselors struggles and seek their prayer and guidance as needed.

In regards to the operation of camp, all summer staff are asked to:

- Respect camp property and be responsible for the care and use of equipment. Staff should always report broken or dangerous equipment
- Be safe and promote safety in all activities.
- Participate with enthusiasm and encourage campers to do the same.
- Personally engage in the lives of campers so that they might be transformed by the power of the gospel.
- Live out that gospel in all you do.

Camp is a full – time ministry. Staff are welcome to remain at camp during off time.

The dates of employment for all staff begins with Staff Training on June 5 and ends after Clean Up on July 25.

Certified boat drivers must attend our own Boat Driver Training Certification. This will be before June 5, but the dates are not yet confirmed. All boat drivers must have their **boat certification and lifeguard certification** with them when they arrive at camp.

RETREATS

Staff will have an opportunity later in the summer to sign up for the below retreats. Sign up list for fall & winter retreats will be posted at camp during the Clear Creek Retreat.

Clear Creek Retreat	July 22-25
Urban Camp	TBD
Family Camp	TBD

Staff arrive each Sunday at 5:00 PM and may depart on Saturday after clean-up (approximately 12:00 PM)

“24’s”

In addition to regular time off, each person is given one “24” per term of employment. The “24” is a twenty-four hour period where the employee may leave camp. **This must be scheduled at least one week in advance with the camp office and must be submitted in time to be approved by the director.** Availability is first come, first serve. Staff is encouraged to communicate known “24” needs prior to the summer

starting. The director holds the right to refuse a “24,” particularly those requested with little notice on highly requested days. Staff will be rewarded \$30 for each unused “24”.

Other requests

Weddings, Family Reunions / vacations, college orientations, or special occasions must be requested and approved by the camp director prior to hiring. Weekly pay may be reduced when not working a full session. A request for a prolonged absence from camp does not necessarily preclude the possibility of being hired. If you would like to be considered for a full summer of employment but need a week off, please consider applying for the full summer and listing your exception rather than only applying for the term you are fully available to serve. The more information we know, the better we can build the perfect summer staff!!

MISCELLANEOUS POLICIES

CVP is an “unplugged” environment. Summer employees will have very limited use of electronic media and communication devices during camp sessions.

Phones: All staff must keep cell phones either in their vehicle or in the camp director’s office. They may be used during staff off-time but NEVER near or around campers. Phones left in vehicles should not be used until the next available time to use the vehicle (at the end of a camp session) Phone usage should not be a topic of discussion around campers.

Email / Computer Use: There is very limited availability of the internet for camp staff. This policy extends to those who choose to bring a laptop (see “Valuables”below). Staff will be expected to use computers very minimally and are encouraged to share the “unplugged” experience with their campers. Campers should never see or hear staff discussing internet usage. Special exceptions can be made in advance with the Director’s approval.

Valuables: You should not bring anything valuable to camp. Housing is in bunk style cabins. Camp will not be held responsible for stolen or lost items. Further, such items may become a divisive element to your ministry.

Guests: Guests are not normally allowed during camp operations. Special situations / requests must receive prior approval from the camp director.

Health Conditions: Camp can be a very physically demanding experience. If you are in poor physical condition we would highly recommend beginning a physical exercise routine and a nutritional plan or considering alternative employment. Further, we would advise anyone struggling with an ongoing eating disorder to delay applying until you have experienced further healing. We care for you and from our experience have found camp to be a difficult place for someone with this struggle.

HIRING PROCESS

Once receiving your completed application we will contact you by phone or email to confirm receipt. Prior to mid-December we only confirm veteran staff hires. However, all applicants may be interviewed at any time after their application is received. Applications are dated and applicants are evaluated based on the order they apply. References must be received by the camp office prior to an offer being extended.

Camp Vesper Point begins offering contracts to first-time applicants later in January. Contracts are not extended to new staff until at least two references have been submitted on their behalf. Some contracts may be held until face-to-face interviews.

If a contract is extended to an applicant, they have 14 days to sign and return the contract before forfeiting the offer. It is our request that if you should submit an application and determine not to work at Camp Vesper Point that you would please communicate to us your intentions so that we could remove your application from our list.

Background checks are done on all of our staff. Hiring of staff is subject to results of these checks and receipt of three reference forms.