



CAMP HICKORY HILL

2970 Kohler Rd, Varysburg, NY 14167 • www.camp Hickoryhill.org
Niagara Frontier Christian Service Camping Association, Inc.



CAMP STAFF REFERENCE QUESTIONNAIRE

Name of Applicant _____

The person whose name appears above is applying for a _____ position on the staff of Camp Hickory Hill. A description of this position can be found on the back of this form. Because of the importance of this responsibility, we must endeavor to select only those who are properly qualified to serve at a children's camp. Your thoughtful and honest opinion will be helpful to us.



How long have you known the applicant? _____

What is your relationship to him? _____

Please comment on each of these general characteristics:

Is he a leader?

Is he responsible?

How well does he work with others?

Is he spiritually mature?

How well does he control his emotions?

Personal appearance and grooming?

Would you want your own child under his guidance and leadership? _____

Do you recommend him for this position without any reservations? _____

If not, what are your reservations and recommendations? _____

Is there any other information which will aid us? _____

Your Name _____

Address _____

Phone _____

Date _____

Please send directly to:

Barb Richbart,

9545 Wehrle Drive, Clarence, NY 14031

Questions: Sam@CampHickoryHill.org

716-631-3498

Thank You

Job Descriptions

Senior Leader & Collegian: Senior Leaders and Collegians are the backbone of our staff. A strong team of senior leaders will generate a strong overall staff. Senior Leaders serve as cabin leaders and/or craft leaders (nature, archery, swimming, handcraft, climbing wall, riflery, etc.). Each of these positions includes many responsibilities.

All Senior Leaders: must be born again disciples of Jesus Christ, be willing and able to share the gospel with others, should create enthusiasm by being enthusiastic, must ensure camper safety, attend staff meetings, make camp fun for the campers, and train and disciple the Junior Leader assigned to them.

Senior Cabin Leaders: lead cabin Bible Exploration, guide campers through Personal Devotions, lead campsite campfires, assess camper needs and begin to meet these needs, maintain order in camp, befriend each camper in the cabin, carry out creative activities for cabin activities, and promote cabin harmony.

Senior Craft Leaders: prepare daily lessons and find spiritual applications in their craft, instruct campers in the skills of the craft, give personal attention to each camper, be available for special program needs, spend time with campers during special ministry times, maintain craft area facilities, and attend staff Bible Exploration.

Junior Leader: Junior Leaders are as much a part of the staff at Camp Hickory Hill as are the Senior Leaders. Close in age to many of the campers, they form an important link between Senior Staff and the campers. In general, campers respond very well to Junior Leaders because they feel they can relate to them more easily. While the bulk of a Junior Leader's responsibilities are to assist the Senior Leader in any way possible, he is also asked to organize and lead games, songs, skits and to participate in the program with energy and enthusiasm. Each Junior Leader should learn from the Senior Leader he is assigned to. This takes an open mind and an attitude of service. A Junior Leader will be stretched and should experience growth.

Leader in Training: LIT's are first year Junior Leaders who attend a special training program designed to introduce them to camp counseling and Christian leadership principles. After successfully completing their training, LIT's will have the same job description as Junior Leaders.

Service Crew: We look for five or six teens each week to help with many of the projects around camp. The projects will range from painting a cabin, to taking out the garbage, mopping the shower house and setting up for a special with the program directors. The schedule will vary every day, but it will always include a swim and a couple of hours off.

This position allows a young man the opportunity to work along side the Camp Hickory Hill Staff and to show them that he should be considered for the LIT program in another year.

Program Director: The PD is in charge of all in camp program activities. His responsibilities before camp include preparing schedules, organizing the Leader in Training program, and discussing camp policies and procedures with the Summer Camp Director. During camp, his responsibilities include making weekly staff and camper assignments, assigning daily program responsibilities, running line-ups, coordinating campfires, organizing and promoting special activities, maintaining order and discipline throughout the camp and making necessary announcements at meals. The PD works closely with all staff members, but plays a key roll in discipling the Junior Staff. While activity planning and schedule coordinating take a lot of time, the true focus of the PD's job is Junior Leader development.