



# CAMP RED ARROW 2025 SUMMER STAFF APPLICATION



**COMPLETE ONLINE OR PRINT AND RETURN TO:** Camp Red Arrow, 22338 Arrowhead Trail, Stevensburg, VA 22741

Dear Applicant: Our desire is to get to know you better, what you believe, and how you can best fit into the ministry of Camp Red Arrow. Our desire is that God will bring together a group of dedicated and growing Christians who can serve side by side to bring Him glory and to minister to the needs of our campers.

Name: \_\_\_\_\_ Age \_\_\_\_\_

Male/Female: \_\_\_\_\_ Birthday: \_\_\_\_/\_\_\_\_/\_\_\_\_

Email: \_\_\_\_\_

Phone: \_(\_\_\_\_\_)\_\_\_\_\_ Can you be sent a text at this number? Y N

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Parent/guardian name: \_\_\_\_\_ Phone: \_(\_\_\_\_\_)\_\_\_\_\_

Parent/guardian name: \_\_\_\_\_ Phone: \_(\_\_\_\_\_)\_\_\_\_\_

List all social media account(s) with user name(s): \_\_\_\_\_

**WHAT POSITIONS ARE YOU APPLYING FOR?**

SENIOR COUNSELOR (Age 18+)

JUNIOR COUNSELOR (Ages 15-17)

ADULT VOLUNTEER POSITION

T-SHIRT SIZE    S    M    L    XL    XXL

**INCLUDE A RECENT PHOTO OF YOURSELF WHEN YOU SEND IN YOUR APPLICATION OR EMAIL IT, ALONG WITH YOUR NAME TO: [marknbert@gmail.com](mailto:marknbert@gmail.com)**

### EDUCATIONAL INFORMATION

Name of Middle/High School \_\_\_\_\_ (Circle Highest Level completed) 8 9 10 11 12 GRAD

Name of College \_\_\_\_\_ Fr. Soph. Jr. Sr. GRAD

### HEALTH QUESTIONS

On a scale of 1 – 10, how would you rate your overall health? \_\_\_\_\_

Do you have any physical limitations? No Yes If yes, explain. \_\_\_\_\_

Do you have any food allergies? No Yes If yes, explain. \_\_\_\_\_

Do you have any other allergies? No Yes If yes, explain. \_\_\_\_\_

Do you take any medications? No Yes If yes, list them. \_\_\_\_\_

### CHURCH INFORMATION

Name & mailing address of the Church you attend: \_\_\_\_\_

Pastor's name: \_\_\_\_\_ Phone: \_(\_\_\_\_\_)\_\_\_\_\_

**INDICATE WHAT WEEKS YOU ARE INTERESTED IN SERVING**

Please Note: Staff Training – May 22 – May 30 is required for Sr. Counselors, and May 25 – May 30 for Jr. Counselors. Jr. Staff/T.E.A.M have required training on May 24<sup>th</sup> only 9 AM – 3 PM  
I will be at Staff Training Days: May 22 – May 30 \_\_\_\_\_

- \_\_\_ June 2-6 Elementary Overnight Camp 1 (Ages 8-12)
- \_\_\_ June 9-13 Middle School 1/High School Overnight (Ages 13-17) (I plan to be a camper this week \_\_\_)
- \_\_\_ June 16-20 Elementary Overnight 2 (Ages 8-12)
- \_\_\_ June 23-27 Day Camp (Ages 7-12)
- \_\_\_ June 30-July 3 CRA Day Camp on the road in Page County (Ages 7-12)
- \_\_\_ July 7-11 Elementary Overnight 3 (Ages 8-12)
- \_\_\_ July 14-18 Middle School Overnight 2 (Ages 12-15) (I plan to be a camper this week \_\_\_)

**WHAT CAMPING EXPERIENCE HAVE YOU HAD, AT ANY CAMP, IN YOUR LIFETIME?**

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**WHAT SKILLS OR INTERESTS DO YOU HAVE THAT COULD BE USED AT CAMP?**

- |                 |                        |             |             |                        |
|-----------------|------------------------|-------------|-------------|------------------------|
| ___ Lifeguard   | ___ First aid training | ___ Archery | ___ Piano   | ___ ASL                |
| ___ Arts/crafts | ___ Photography        | ___ Guitar  | ___ Singing | ___ Wood working       |
| ___ Drama       | ___ Cooking            | ___ Sports  | ___ Science | ___ Other (list below) |
| ___ History     | ___ Bible              | ___ BB Guns | ___ Nature  | _____                  |

**DO YOU HAVE ANY CURRENT CERTIFICATIONS IN THE FOLLOWING AREAS:**

- \_\_\_ Lifeguard \_\_\_ First Aid \_\_\_ CPR \_\_\_ Other: \_\_\_\_\_

Please send us a copy of your certification(s) with your application or email it to: [marknbert@gmail.com](mailto:marknbert@gmail.com)

**OTHER INFORMATION**

If you were to die today, do you believe you would go to Heaven? Why or why not? Use Scripture to explain your answer. \_\_\_\_\_

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How would you describe your relationship with Jesus? (Bible reading, prayer life, church attendance, service)

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How has God been working in your life during the past year? \_\_\_\_\_

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Once a person is genuinely saved can they ever lose their salvation? Yes No Use Scripture to explain your answer. \_\_\_\_\_

Please explain your belief about Creation or Evolution. Use Scripture to explain your answer.

What do you believe the Bible teaches about gender? Marriage? \_\_\_\_\_

**WHAT ARE YOUR PERSONAL CONVICTIONS ABOUT THE FOLLOWING?**

The use of tobacco (including vaping): \_\_\_\_\_

The use of alcoholic beverages: \_\_\_\_\_

The use of drugs: \_\_\_\_\_

Your views on secular music: \_\_\_\_\_

Your views on entertainment in regard to the content of movies, video games, etc.: \_\_\_\_\_

**CAMP RED ARROW EXPECTATIONS AND DRESS CODE**  
**To be read & signed by all**

- Have a personal, growing relationship with the Lord Jesus Christ, seeking to serve Him to the best of your ability.
- Be at camp by 7:00 PM on the Sunday night before your week of camp begins. All staff will meet at 7:30.
- Abide by the dress code.
- Remain after the campers are dismissed on Friday night in order to help clean up the camp and prepare it for the next week. After a clean-up inspection, all **Senior staff** will meet to evaluate the camp week before dismissing.
- Perform the tasks assigned to you without complaining and to the best of your ability. Don't wait to be told what to do, but if you see something that needs to be done or others who need help, take initiative and pitch in.
- Assist the lifeguards by keeping your eyes on the campers in the pool.
- Go to the Camp Director with any complaints or problems. Do not cause disunity by gossip or complaining.
- Only Senior Counselors and Full-time staff are allowed to have their cell phones in their possession. Other staff members will need to turn in their phones at the camp office. They will be allowed to access them at designated times.
- T.E.A.M. members and Jr. counselors/staff are not allowed to stay at camp over the weekend.

## DRESS CODE

### SHIRTS

To be fair and to simplify the dress code, only t-shirts or button-up shirts are allowed.

No tank tops or sleeveless shirts. No V-necks.

Shirts should cover the waist when arms are raised.

They should not contain or portray any suggestive or derogatory pictures or messages.

Guys need to wear shirts at all times except in the cabin, pool, or bathhouse.



### SHORTS/PANTS/SKIRTS

Shorts should be modest, to the top of the knee, and loose-fitting.

Jeans or pants should not be tight-fitting.

Skirts and dresses should be no shorter than the knee.

### SWIMSUITS

One-piece swimsuits with modest necklines are required for girls or two-piece suits that cover like a one-piece.

All campers must wear t-shirts or cover from the pool to their cabin or the bathhouse.

### REASONS FOR THE DRESS CODE:

In life, we have three enemies, the World, the Devil, and the Flesh. After Adam and Eve sinned, we were all born with a sin nature, which is the flesh. Camp Red Arrow is a Christian camp and as such we are striving to provide a “safe” place not only physically, but spiritually. We want to minimize fleshly distractions in order to promote spiritual growth.

- We try to keep out the world’s influence by limiting access to the media (no radios, TV, etc. allowed).
- We are looking for godly staff members, not perfect people, but those who truly love God more than the world.
- By dressing modestly, we provide an atmosphere that helps us not to focus on the flesh, but on God.

**Our overall desire is to bring glory to God and point attention to Him and not to bring undue attention to ourselves.**

**1 Corinthians 10:31** Whether therefore ye eat, or drink, or whatsoever ye do, do all to the glory of God.

**1 Timothy 2:9** In like manner also, that women adorn themselves in modest apparel,

**Galatians 5:13** For, brethren, ye have been called unto liberty; only *use* not liberty for an occasion to the flesh, but by love serve one another.

**REFERENCE INFORMATION**

Please list three adults who have known you for two years or more. Do not include relatives. Be sure to give their complete name and mailing address. We may ask these people to fill out a reference form on you.

1) Name: \_\_\_\_\_ Phone: \_(\_\_\_\_\_)\_\_\_\_\_

Mailing Address: \_\_\_\_\_ Email: \_\_\_\_\_

City: \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

How do you know this person? \_\_\_\_\_

2) Name: \_\_\_\_\_ Phone: \_(\_\_\_\_\_)\_\_\_\_\_

Mailing Address: \_\_\_\_\_ Email: \_\_\_\_\_

City: \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

How do you know this person? \_\_\_\_\_

3) Name: \_\_\_\_\_ Phone: \_(\_\_\_\_\_)\_\_\_\_\_

Mailing Address: \_\_\_\_\_ Email: \_\_\_\_\_

City: \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

How do you know this person? \_\_\_\_\_

## CBM DOCTRINAL STATEMENT

While Children's Bible Ministries, Inc. serves along nondenominational lines, there are certain essential truths which we believe.

### WE BELIEVE:

- A. The Scriptures of the Old and New Testaments to be verbally inspired and inerrant in their original writings.
- B. In the deity of Jesus Christ as fully God and fully man.
- C. In man's fallen sinful condition.
- D. Jesus Christ offered on our behalf the only acceptable sacrifice for sin and was raised in the same body from the dead.
- E. That repentance, forgiveness, and becoming a new creation are several of the many experiences of the Christian who is kept by God's power and is secure in Christ forever.
- F. That God, The Holy Spirit, is a person who convicts sinners, and who regenerates and baptizes them at the moment of their salvation into the Body of Christ.
- G. In the personal return of Jesus Christ for His Church.
- H. In the bodily resurrection of the saved and the lost.
- I. That Christ made provision for all the effects of sin in the atonement and that God heals according to His sovereign discretion.
- J. That the purpose of spiritual gifts is for the edifying of the Church and the propagation of the Gospel. We believe that speaking in tongues, miracles, and the raising of the dead were to authenticate new revelation.
- K. God sovereignly and immutably creates each person as a male or female. These two distinct, complementary genders together reflect the image and nature of God and His plan for man and woman.
- L. In the Biblical view of marriage as sanctioned and defined by God in His Word, which is the exclusive, covenantal union between one man (born biologically man) and one woman (born biologically woman).

➡ Have you read the Camp Red Arrow expectations, dress code, and Statement of Faith? Yes No

➡ Are you in full agreement with the Camp Red Arrow expectations, dress code, and Statement of Faith? Yes No

➡ If "No", please state the parts that you disagree with and why. \_\_\_\_\_

## ACKNOWLEDGEMENT/AGREEMENT

I understand that being a staff member at Camp Red Arrow means serving and cooperating with the Camp Director and all other staff members as unto the Lord. It means that I need to obey all of the camp rules, sacrifice my personal desires in the interest of the campers and assisting wherever and whenever necessary. My chief aim will be to demonstrate the reality of the truth of Scripture and of my relationship with Jesus Christ to all campers.

I understand that Camp Red Arrow (CBM of Virginia) is a non-denominational ministry and that as a staff member I am not permitted to promote teachings that may be unique to me or to some churches. If this should happen, I will lose the opportunity to assist in the ministry of Camp Red Arrow.

By signing below, I agree to abide by the camp expectations, dress code, and doctrinal statement above. Failure to comply with them could result in my dismissal from employment or service.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



THIS PAGE IS FOR ALL APPLICANTS



# CHILD ABUSE PREVENTION STATEMENT

"It were better for him that a millstone were hanged about his neck, and he cast into the sea, than that he should offend one of these little ones. Take heed to yourselves ... " Luke 17:2-3a

I, the undersigned, as a volunteer/staff member at Camp Red Arrow, a ministry of Children's Bible Ministries of Virginia, understand the following:

- Abuse is something that occurs in our society, unfortunately, even in Christian settings.
- I pledge to do everything in my power to prevent abuse. I further understand that I am prohibited from engaging in any form of abuse and will follow these policies to help prevent abuse and/or accusations:
  1. At no time will I be alone with a child where I cannot be observed by others.
  2. I will provide good supervision and never leave any child unsupervised.
  3. I will be alert to the physical and emotional state of each child in my cabin and report any signs of injury or suspected abuse.
  4. I will make sure that children never enter the restroom alone.
  5. I will not touch, tease, or otherwise make any child feel uncomfortable.
  6. I will never discipline a child by use of physical punishment such as spanking or depriving of a meal.
  7. I will not socialize with campers outside of the CBM program unless invited by parents to public gatherings/events such as church.
  8. I will not socialize with children by sleepovers, dating, etc.
  9. I will not transport children in my own vehicle.
  10. I will be a positive role model for the children and a reputable representative of the Lord Jesus, Camp Red Arrow, and CBM of Virginia, Inc.
- I am aware of the potential for child abuse, the importance of guarding against it, the signs of abuse, and the proper reporting procedures if a situation arises.
- I understand that reporting suspicious behavior is everybody's responsibility and that I will be held accountable to do so.
- CBM of Virginia is serious about doing everything it can to prevent abuse of any kind - including physical, verbal, sexual, and mental abuses, and neglect.
- CBM of Virginia reports all cases of suspected abuse to the appropriate authorities and cooperates fully and in good faith with any investigations.
- In case there is an accusation of abuse, I am not able to discuss the issue. Only the designated CBM of Virginia spokesperson has the authority to do so.

*By signing below, I agree to the child abuse prevention statements and know that I am fully accountable for all my actions with the understanding that any violation could result in my termination.*

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



THIS PAGE IS FOR THOSE OVER 18 YEARS OF AGE.



# BACKGROUND CHECK AUTHORIZATION

Thank you for applying to serve with Children's Bible Ministries of Virginia. Please complete the form below.

I, \_\_\_\_\_, hereby authorize **Children's Bible Ministries of VA, Inc.** and/or its agents to make an independent investigation of my background, references, character, past employment, education, credit history, criminal or police records, including those maintained by both public and private organizations and all public records for the purpose of confirming the information contained on my application and/or obtaining other information which may be material to my qualifications for working now, and if applicable, during the tenure of my service with Children's Bible Ministries of VA, Inc.

I release Children's Bible Ministries of VA, Inc. and/or its agents and any person or entity, which provides information pursuant to this authorization, from any and all liabilities, claims, or lawsuits in regards to the information obtained from any and all of the above referenced sources used.

The following is my true and complete legal name and all information is true and correct to the best of my knowledge:

*Please print using black ink.*

Full Name (no nicknames): \_\_\_\_\_

Other Names (i.e., maiden, nicknames, alias): \_\_\_\_\_

Social Security #: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Driver License #: \_\_\_\_\_ State of Issue: \_\_\_\_\_

1. _____	_____	_____	_____
Present Address	City & State	Zip	How long?

2. _____	_____	_____	_____
Previous Address	City & State	Zip	How long?

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

If you are **ONLY** applying to serve at Camp Red Arrow, please check here. \_\_\_\_\_

If you are **ONLY** applying to help in Released Time classes, please check here. \_\_\_\_\_

Which County: \_\_\_\_\_

Please return this form to:

Children's Bible Ministries of Virginia, Inc.  
P.O. Box 30  
Stevensburg, VA 22741