

# CHEROKEE RETREAT CENTER

## *C.I.T. & Pathfinders Leadership Development Program*

Jean Howington  
Cherokee Retreat Center  
370 Wilderness Camp Rd  
White, GA 30184

Dear Young Adult Leader,

We are excited about your interest in becoming a leader at Cherokee Retreat Center's summer program Camp Cherokee. During the summer we have two levels of training designed to identify dedicated and talented young leaders and equip them with the tools and skills needed for effective outdoor ministry with the children and youth who call Camp Cherokee home summer after summer.

During our C.I.T. (Counselor In Training) program you will have the opportunity to discover what it means to be a leader, with specific practice in the camping environment. Once you have been a participant in the C.I.T. program, you will be eligible to apply for the more selective Pathfinders program. As a Pathfinder, your knowledge and skills will be put to the test in a program designed to allow those truly interested in becoming paid summer staff one day, to practice life as a counselor including curriculum implementation, program development, selected camper supervision opportunities, mentoring, worship planning and more!

Welcome to the first step of the journey. This packet includes all the information you will need to take the first step in our leadership program. It will be challenging, fun and exhausting but most of all—You Will Change Lives For The Better! Please don't hesitate to ask any questions you may have along the way!

Sincerely,

*Jean Howington*

Program Director—Cherokee Retreat Center  
Cell: 770-608-3564

[program@cherokeeretreatcenter.com](mailto:program@cherokeeretreatcenter.com)

Cherokee Retreat Center  
370 Wilderness Camp Rd.  
White, GA 30184

Phone: 877-647-8542  
Fax: 678-918-3387  
Cell: 770-608-3564

[www.cherokeeretreatcenter.com](http://www.cherokeeretreatcenter.com)



## CRC Summer Staff Preparation

Jesus said "Go and make disciples of all nations." At Cherokee Retreat Center we place a high priority on developing the next generation of leaders to minister to and care for the campers who call this place home during the summer months. Mixing academic lessons, in the field practice and mentoring; young adult leaders are identified, trained and prepared in every dynamic necessary to produce the highest quality of summer staffer possible for this unique and vital ministry of Cherokee Presbytery in NW Georgia.



C H E R O K E E R E T R E A T  
C E N T E R

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SUMMER LEADERSHIP  
DEVELOPMENT

## C.I.T.S. Pathfinders Paid Staff



877-647-8542

C H E R O K E E R E T R E A T C E N T E R

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**C.I.T.**  
**(Counselor In Training)**  
**Completed 8th-12th Grade**  
**\$250/Week Register ONLINE**

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This C.I.T. program is open to all Sr. High campers but strictly limited to 8 spaces per week on a first come first serve registration basis. During the C.I.T. (Counselor In Training) program campers participate in a resident camp session that mixes the fun of a typical resident camp program with a carefully planned leadership training program. During each C.I.T. session campers will be provided with opportunities to practice their leadership skills and techniques under close supervision. The skills and techniques learned during these sessions will help form a lifelong leader in any setting.

**C.I.T.s REGISTER ONLINE LIKE ALL OTHER RESIDENT CAMP SESSIONS**

**[www.cherokeeretreatcenter.com](http://www.cherokeeretreatcenter.com)**

**Hit the Register "Register" Button**

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**Pathfinders**  
**Completed 9th-12th Grade**  
**(C.I.T. Experience Required)**  
**\$50 Supplies Fee**

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This new program is the next step toward preparation as summer staff at Camp Cherokee where your young adult's proven leadership skills and experience are the foundation for this program's highly selective and competitive acceptance process. Once accepted, the Pathfinders program will hone your young leader's skills and abilities to make them truly ready to be employed by an American Camping Association summer program. The Pathfinders track is designed to be the primary source for the next generation of Camp Cherokee summer staff.

**PATHFINDERS WILL BE REQUIRED TO COMPLETE THE FULL STANDARD SUMMER STAFF APPLICATION PROCESS WHICH INCLUDES: WRITTEN APPLICATION, SUBMISSION OF REFERENCES, INTERVIEW AND SUBMISSION TO BACKGROUND CHECK.**

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**Summer Staff**  
**18yrs Old +**  
**Paid & Volunteer Positions**

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Each year Cherokee Retreat Center recruits young adult leaders for its Summer Camp Program Camp Cherokee. These young leaders serve in a variety of positions caring for and ministering to the campers who call Camp Cherokee home during the summer weeks. From Cabin Counselors and recreation leaders to arts and crafts specialist and lifeguards we value candidates who have participated in both the CIT and Pathfinders programs in preparation for the paid summer positions. We work tirelessly each year to select the best mix of talented individuals through a very thorough process to ensure that our families receive the very best we have to offer for the leadership of their children.

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White, GA 30184

877-647-8542

program@cherokeeetreatcenter.com

www.cherokeeetreatcenter.com

## SUMMER STAFF/PATHFINDERS APPLICATION - please use ink

### GENERAL INFORMATION:

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

*Last*

*First*

*Middle*

Birthdate: \_\_/\_\_/\_\_ Social Security #: \_\_/\_\_/\_\_

E-Mail address: \_\_\_\_\_

Phone # @ home: ( ) \_\_\_\_\_ - \_\_\_\_\_ Phone # @ school or work: ( ) \_\_\_\_\_ - \_\_\_\_\_

Home Address: \_\_\_\_\_

*Street*

*City*

*State Zip*

College Address, if appropriate: \_\_\_\_\_

*Street*

*City*

*State Zip*

Are you a licensed driver? \_\_\_\_\_ if yes, what state? \_\_\_\_\_ License #: \_\_\_\_\_

Sign your full name if you are willing to have a background check: \_\_\_\_\_

### EDUCATION:

Present Grade or School level (or level completed): \_\_\_\_\_

Schools/colleges attending or attended- List most recent first:

School	City/State	Major	Year Grad./Degree
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_____	_____	_____	_____
_____	_____	_____	_____

Intended or current vocation (if known): \_\_\_\_\_

### CHURCH INVOLVEMENT AND PARTICIPATION:

Name of your home church: \_\_\_\_\_

Minister's Name and Church Address: \_\_\_\_\_

Church activities you have been involved in: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### CHURCH LEADERSHIP:

Describe the types of roles you have played in church leadership:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**CAMP EXPERIENCE:**

List your experience as a:

	Name of Camp	Director	Dates/Years
Camper:	_____		
Camp Staff:	_____		

List your experience and leadership in working with children and youth. What age groups and where? Please indicate the age for which you prefer to work with.

List your experience with cook outs, setting up camp sites, hiking canoeing, overnight and trip camping, environmental / nature education, and arts and crafts.

**CAMP ACTIVITIES, INTERESTS, AND SPECIAL QUALIFICATIONS:**

Which of the following certifications &/or training do you CURRENTLY hold and who is the certifying agency:

CPR child/infant	_____	First Aid	_____	First Responder	_____
CPR Adult	_____	EMT	_____	Life Saving	_____
W.S.I.	_____	Canoeing	_____	Rappelling	_____
Low Ropes	_____	High Ropes	_____	Registered Nurse	_____
M.D.	_____	Other	_____		

Please give the date and place of the course as well as the instructor's name: \_\_\_\_\_

Are you planning in being certified in any of the above categories before the summer 2000? If so, in what and when: \_\_\_\_\_

In the following list, put a 1 by the activities you can lead or teach; 2 by the activities you can assist in teaching; and a 3 beside those activities in which you are familiar and would like to learn more about. You can add others in the blank.

_____ Bible Study	_____ Cooking out	_____ Ropes courses	_____ Guitar playing
_____ Hiking	_____ Song leading	_____ Crafts	_____ Initiative

Games

_____ Group games	_____ Story telling	_____ Knot tying	_____ Overnight
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Camping

_____ Nature study	_____ Drama & Skits	_____ Swimming	_____ Canoeing
_____ Pottery	_____ Archery	_____ Photography	_____ Outdoor

Living Skills

_____ Non competitive Games	_____ Other: _____
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**EXTRACURRICULAR AND WORK EXPERIENCE:**

List organization (high school, college, church, etc.) in which you have participated and your role in the organization:

Starting with the most recent, list past work experience:

<u>Place of Employment</u>	<u>Supervisor</u>	<u>Phone #</u>	<u>Dates</u>	<u>Nature or Work</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

**NARRATIVE:**

On separate pieces of paper, please answer the following questions/statements:

1. Please state why you are interested in working at Camp Cherokee, as well as what you hope to gain and contribute to this special work.
2. Describe the people and/or experiences that have played a significant role in shaping your faith.
3. How do you see your role in helping children's faith grow while at Camp Cherokee?
4. Briefly describe your spiritual journey in Christian life and faith.
5. If a camper only took home one memory of Camp, I hope it would be of.....
6. What program areas would you like to teach and why - name at least two.
7. What attitudes, gifts and strengths would you bring to the camp staff community?
8. How do you foresee handling conflict...with staff? with the campers?
9. How has your faith grown over the last year?
10. How is being a camp counselor like being a mom or dad?

**REFERENCES AND ADDITIONAL INFORMATION:**

Please give the enclosed reference forms to at least 3 people who are not related to you that will act as a reference for you. It would be helpful for you to put your name by the space marked RE: and sign the release form and mark if you are willing to waive your right to see your reference forms. These people should be knowledgeable not only about your character, but should know your qualifications for the position for which you are applying. One reference MUST be from either your pastor, church educator, youth leader or other person from your church. These forms should be mailed directly to Cherokee Presbytery to the address on the form. These are required for employment consideration. CIT's will not be considered for scheduling until all 3 forms are in to this office. It is your responsibility to follow up with your references to make sure they mail them in.

Please list below the names, complete addresses and phone numbers of the people you are asking to be a reference for you.

Name	Address	Phone #	Relationship to you
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Have you ever been the subject of an investigation by the Department of Family and Children Services or comparable government entity for abuse of any kind, including child abuse, sexual abuse, etc.? \_\_\_\_\_ If so, please provide additional details including date, place, charge and your explanation of event.

Have you ever been treated or hospitalized for alcohol or substance abuse, and emotional disorder or psychiatric illness? \_\_\_\_\_ If so, please provide additional information including dates of treatment.

I hereby authorize, by my signature below, Cherokee Presbytery, Cherokee Retreat Center, its agents and employees to contact for verification any and all references, employers, law enforcement agencies and so specifically release Cherokee Presbytery, Cherokee Retreat Center, of any and all claims arising from such inquiries or contacts, and further release any and all persons and entities from any claim arising from their responding to such inquiries or contact. By my signature, I verify that all information on this application is true to the best of my knowledge and understand that any falsification on my part is grounds for not being for hire or termination of employment with Cherokee Retreat Center, or even brought on as a volunteer.

Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

***You are invited to attach a resume, biographical sketch, and/or other information relevant to this application.***

# Camp Cherokee Summer Staff Reference Form

**Return to:** Cherokee Presbytery, 183 W. Main St. Suite A, Cartersville, Georgia 30120

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To (reference name):

RE (applicant name):

Dear \_\_\_\_\_, (name of reference)

Perhaps the most important part of having a great summer camping program is quality staff, whether volunteer or paid. The quality of the staff affects every aspect of the camping program, including the enjoyment and safety of the campers.

\_\_\_\_\_ (name of applicant) has recommended that you could help provide us with information about his/her qualifications for work at Camp Cherokee this summer.

It is important to have an honest and objective evaluation, therefore we sincerely request that your answers to questions below represent the best evaluation of the applicant as you know them, whether it be positive or an area of needed growth. Your replies will be kept in strict confidence.

1. How long have you known the applicant? \_\_\_\_\_
2. In what capacity do you know the applicant? \_\_\_\_\_
3. Has he/she shown leadership in any organization that you know of? If so, in what area? \_\_\_\_\_
4. How do you see the applicant handling responsibility? \_\_\_\_\_  
\_\_\_\_\_
5. Can the applicant be depended upon to work for the good of the morale of the group? \_\_\_\_\_
6. How does the applicant show interest in working with children? \_\_\_\_\_  
\_\_\_\_\_
7. If you had a child of your own in camp, would you like to have him/her under the leadership and Christian education of this applicant, and why? \_\_\_\_\_
8. What qualities do you feel he/she has that will make him/her a qualified counselor? \_\_\_\_\_  
\_\_\_\_\_
9. Would you employ this person in a position of leadership and responsibility in the Christian education of young people? Why or why not? \_\_\_\_\_
10. Has the applicant ever been in trouble with any agency of the law or any agency like the department of Family and Children Services that you are aware of? If so, please elaborate. \_\_\_\_\_

Please either briefly comment on or rate (unreliable, average, above average, superior) the applicant in the following areas:

Christian faith

adaptability

character

cooperation emotional maturity

health

leadership

appreciation of nature

patience

self-confidence

sense of humor

creativity

integrity/honesty

willingness to follow rules

Please use the space below to give us any information, which would be helpful to us in our consideration of this applicant.

Reference Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please print name: \_\_\_\_\_

If we may call you, please include your phone number: ( ) \_\_\_\_\_

I do \_\_\_\_\_ I do not \_\_\_\_\_ hereby release my right to read this completed reference form.

Applicant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*Please feel free to call if you have any questions at (770) 382 – 6280. This form is a prerequisite for employment and for youth volunteering and we appreciate your input.*

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