

**White Horse Christian Retreat Camp, Inc.**  
**315 Hurricane Creek Road**  
**Sandy Hook, MS 39478**  
**601-444-0007 [www.campwhitehorse.com](http://www.campwhitehorse.com)**

***What are we looking for in prospective staff?***

The camp staff is the biggest impact on the quality of our campers' summer camp experience. Camp White Horse is a ministry, and staff should view their work not as just another summer job, but as a calling and mission opportunity.

Our expectations for staff:

- a genuine love for children
- a creative spirit
- The ability to be flexible and have lots of patience.
- The ability to pace yourself and know when you need sleep
- To work as consistently at the end of the summer as at the beginning
- Strength and enthusiasm to minister all summer long
- To be a deeply committed Christian who has a strong relationship with Jesus Christ.
- To be a role model of a believer who provides a solid Christian example
- To be able to share faith freely and openly with campers and other staff members.

In return for your hard work, you will be rewarded beyond belief by the difference that you will make in the lives of campers this summer. Camp may be the only place that will make a difference in some of these children's lives. You may be their single opportunity to experience the love of Jesus. There is no greater reward than for you to know that you played a part in these campers making a life long commitment to Jesus Christ.

Sometimes staff members join us at camp for the wrong reasons. If your first and main priority is not for the lives and spiritual well being of children, please do not apply. Please prayerfully consider if you are willing to meet these expectations before applying for a position at White Horse Christian Retreat Camp, Inc.

White Horse Christian Retreat Camp, Inc.  
315 Hurricane Creek Road  
Sandy Hook, MS 39478  
601-444-0007 www.campwhitehorse.com

*attach  
photo  
here*

## EMPLOYMENT APPLICATION

Position Applied for: \_\_\_\_\_

### Identification

Name _____		
(first)	(middle)	(last)
Mailing Address _____		
(street)		
_____		
(city)	(state)	(zip)
Age _____	Date of Birth _____	Sex _____
Home Phone _____	Cell Phone _____	
E-mail _____	Other Phone _____	

### Education

High School	
Attend (ed) _____	Grade Completed _____
College (s) _____	Major _____
Attend (ed) _____	Major _____
What are your future plans? _____	
_____	

### Personal

Name of Home Church _____	
Church City/State _____	
Pastor's Name _____	Phone _____
Organizations you belong to: _____	
_____	
Honors Received _____	
_____	

Past Employment Information

List beginning with current employer

Company Name _____
Contact Name _____ Phone _____
Dates worked _____ to _____ Beginning Salary _____ end _____
Job Responsibilities _____
Reason for Leaving _____
Company Name _____
Contact Name _____ Phone _____
Dates worked _____ to _____ Beginning Salary _____ end _____
Job Responsibilities _____
Reason for Leaving _____
Company Name _____
Contact Name _____ Phone _____
Dates worked _____ to _____ Beginning Salary _____ end _____
Job Responsibilities _____
Reason for Leaving _____

References

Please list the name, address, and telephone number of three (3) references. Please have each complete one of the attached reference forms and send them directly to Camp White Horse. Please do not use relatives or peers.

Pastor, Youth Pastor, or Campus Minister		
_____	_____	_____
(name)	(address)	(phone)
Present or Former Teacher		
_____	_____	_____
(name)	(address)	(phone)
Character Reference (not a relative or minor)		
_____	_____	_____
(name)	(address)	(phone)

White Horse Christian Retreat Camp, Inc. does discriminate on the basis of religion. All employees must be born-again believers in Jesus Christ.

# New Applicant Survey

In order to get to know you better, please take some time to answer honestly (on a separate sheet of paper) each of the following questions. Answers will probably be a few sentences to a couple paragraphs in length. You may type or write your answers, and may use lined notebook paper if you prefer.

1. Discuss what you would say to a child who comes to you and asks, "How can I become a Christian?"
2. Please share about your own salvation experience.
3. What is your opinion of the Bible and what does it mean to live for Jesus Christ in your daily life?
4. What do you feel are your personal strengths and weaknesses?
5. Are you aware of the salary? Will the salary meet your minimum financial needs?
6. Please explain briefly what being responsible and keeping a commitment mean to you?
7. Please discuss any specific skills or experience that you possess that could enhance the camp experience for campers or staff.

## Application Checklist

Follow the following procedure to ensure that your application process is complete:

- (1) Read "What are we looking for in prospective staff?"
- (2) Complete the Employment Application
- (3) Complete the New Applicant Survey
- (4) Distribute three copies of the Staff Reference form:
  - i. One to your pastor, youth pastor or campus minister
  - ii. One to a current of past teacher
  - iii. One to a friend (non-relative)

You should give each referring individual the form along with a stamped envelope addressed to White Horse Christian Retreat Camp, Inc. 315 Hurricane Creek Road, Sandy Hook, MS 39478.

- (5) Mail or fax your completed application to White Horse Christian Retreat Camp, Inc. 315 Hurricane Creek Road, Sandy Hook, MS 39478, Fax: 601-736-0811

Please contact our office at 601-444-0007 or via e-mail at [info@campwhitehorse.com](mailto:info@campwhitehorse.com) if you have any questions during the application process.

# Camp White Horse Staff Pastoral Reference

Complete and mail or fax to:

White Horse Christian Retreat Camp, Inc.  
 315 Hurricane Creek Road  
 Sandy Hook, MS 39478  
 Fax: 601-736-0811

Name of Applicant: \_\_\_\_\_ Position Applied for: \_\_\_\_\_  
 Person Completing this reference: \_\_\_\_\_  
 Contact Phone: (\_\_\_\_) \_\_\_\_\_ Email: \_\_\_\_\_  
 Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

*Camp White Horse is a Christian organization seeking to hire individuals of the highest moral and spiritual integrity. The applicant listed above is being considered for a position at our camp and has granted permission for information concerning his or her character to be secured. Your answers to the following questions will help us do a better job in evaluating this applicant. Your opinion will be completely confidential. Thank you for helping us.*

How long have you known this applicant? \_\_\_\_\_ Your relationship: \_\_\_\_\_  
 How well do you know the applicant (circle): Surface level only Casually Well Very Well  
 What level of communication have you had with the applicant over the past year? (circle)  
 None Very Little Personal Very Personal

*The primary responsibilities of our staff include, but are not limited to: (1) leading recreational activities, (2) living with the campers in a cabin setting, (3) supporting campers and staff, (4) acting as a spiritual leader as well as a role model for numerous children. Please rate the applicant on a 1-10 scale with 10 being the best. Put NK if you have no knowledge.*

Role Model/Spiritual Leadership	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Ability to live & connect w/ campers	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Servant heart/willingness to work hard	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Participating in Recreational Activities	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>

Do you feel the applicant is spiritually, emotionally, and physically ready for a demanding summer? If no, please explain.  
 \_\_\_\_\_  
 \_\_\_\_\_

*Please circle the number that best describes YOUR perception of the applicant*

<b>Spiritual Maturity</b> Evaluate the applicant's faith experience	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Immature		Average			Growing			Mature	
<b>Involvement</b> Evaluate relationship with local church	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Infrequent attendance				Active in Church			Deeply Involved		
<b>Social Acceptance</b> How personality affects others	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Tolerated		Accepted			Well Liked		Sought After		

<b>Social Awareness</b> Responsiveness to the feelings of others	1	2	3	4	5	6	7	8	9	10
	Slow to respond			Considerate			Unusual Understanding			
<b>Emotional Stability</b> Reaction to stressful situations	1	2	3	4	5	6	7	8	9	10
	Unstable			Well-balanced			Very Well-balanced			
<b>Poise</b> What is the applicant's public demeanor?	1	2	3	4	5	6	7	8	9	10
	Lacking Confidence			Moderate Self-confidence			Self-confident			
<b>Leadership</b> Evaluate applicant's leadership abilities	1	2	3	4	5	6	7	8	9	10
	Never leads			Average			Exceptional			
<b>Responsibility</b> How well does applicant assume responsibility	1	2	3	4	5	6	7	8	9	10
	Not responsible			Average			Very responsible			
<b>Cooperation</b> Willingness to lead through serving others	1	2	3	4	5	6	7	8	9	10
	Unwilling			Usually Willing			Outstanding			
<b>Work Ethic</b> Attitude towards work	1	2	3	4	5	6	7	8	9	10
	Apathetic/lazy			Average			Driven/Hard Worker			
<b>Flexibility</b> How adaptable to new & different situations	1	2	3	4	5	6	7	8	9	10
	Inflexible/Resistant			Good			Very Flexible			
<b>Teamwork</b> Ability to function in a team environment	1	2	3	4	5	6	7	8	9	10
	Difficulty working with others			Works exceptionally with others						
<b>Physical Condition</b> Physical condition & concern for appearance	1	2	3	4	5	6	7	8	9	10
	Poor/Little concern			Average			Good			
<b>Communication</b> Ability to present thoughts with logic & clarity	1	2	3	4	5	6	7	8	9	10
	Unable			Usually clear/logical			Superior Ability			
<b>Supervisory Relationships</b> Respect for authority and initiative	1	2	3	4	5	6	7	8	9	10
	Rebellious/Selfish agenda			Cooperative			Independent/Submitted			

*Please circle any traits that characterize the applicant:*

Impatient	Intolerant	Argumentative	Domineering	Sullen	Critical of Others
Easily Embarrassed	Easily Offended	Frustrated Easily	Arrogant	Lazy	
Constantly Complaining	Quick Tempered	Needs Emotional Support			
Prone to Discouragement	Prejudiced towards groups/races/nationalities	Depressed			

Please list any further comments related to traits noted above: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Identify the applicant's strengths: \_\_\_\_\_  
 \_\_\_\_\_

Identify the applicant's weaknesses: \_\_\_\_\_  
 \_\_\_\_\_

Do you know of any lifestyles, conduct, or activity in which this individual is involved that could hinder his/her ministry or the program's credibility? (If yes, explain) \_\_\_\_\_  
 \_\_\_\_\_

Overall, do you recommend this applicant? \_\_\_\_\_ May we contact you with questions? \_\_\_\_\_

# Camp White Horse Staff Teacher Reference

Complete and mail or fax to:

White Horse Christian Retreat Camp, Inc.  
 315 Hurricane Creek Road  
 Sandy Hook, MS 39478  
 Fax: 601-736-0811

Name of Applicant: \_\_\_\_\_ Position Applied for: \_\_\_\_\_  
 Person Completing this reference: \_\_\_\_\_  
 Contact Phone: (\_\_\_\_) \_\_\_\_\_ Email: \_\_\_\_\_  
 Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

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How long have you known this applicant? \_\_\_\_\_ Your relationship: \_\_\_\_\_  
 How well do you know the applicant (circle): Surface level only Casually Well Very Well  
 What level of communication have you had with the applicant over the past year? (circle)  
 None Very Little Personal Very Personal

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Role Model/Spiritual Leadership	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Ability to live & connect w/ campers	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Servant heart/willingness to work hard	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Participating in Recreational Activities	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>

Do you feel the applicant is spiritually, emotionally, and physically ready for a demanding summer? If no, please explain.  
 \_\_\_\_\_  
 \_\_\_\_\_

*Please circle the number that best describes YOUR perception of the applicant*

<b>Spiritual Maturity</b> Evaluate the applicant's faith experience	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Immature		Average			Growing			Mature	
<b>Involvement</b> Evaluate relationship with local church	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Infrequent attendance				Active in Church			Deeply Involved		
<b>Social Acceptance</b> How personality affects others	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Tolerated		Accepted			Well Liked		Sought After		

<b>Social Awareness</b> Responsiveness to the feelings of others	1	2	3	4	5	6	7	8	9	10
	Slow to respond			Considerate			Unusual Understanding			
<b>Emotional Stability</b> Reaction to stressful situations	1	2	3	4	5	6	7	8	9	10
	Unstable			Well-balanced			Very Well-balanced			
<b>Poise</b> What is the applicant's public demeanor?	1	2	3	4	5	6	7	8	9	10
	Lacking Confidence			Moderate Self-confidence			Self-confident			
<b>Leadership</b> Evaluate applicant's leadership abilities	1	2	3	4	5	6	7	8	9	10
	Never leads			Average			Exceptional			
<b>Responsibility</b> How well does applicant assume responsibility	1	2	3	4	5	6	7	8	9	10
	Not responsible			Average			Very responsible			
<b>Cooperation</b> Willingness to lead through serving others	1	2	3	4	5	6	7	8	9	10
	Unwilling			Usually Willing			Outstanding			
<b>Work Ethic</b> Attitude towards work	1	2	3	4	5	6	7	8	9	10
	Apathetic/lazy			Average			Driven/Hard Worker			
<b>Flexibility</b> How adaptable to new & different situations	1	2	3	4	5	6	7	8	9	10
	Inflexible/Resistant			Good			Very Flexible			
<b>Teamwork</b> Ability to function in a team environment	1	2	3	4	5	6	7	8	9	10
	Difficulty working with others			Works exceptionally with others						
<b>Physical Condition</b> Physical condition & concern for appearance	1	2	3	4	5	6	7	8	9	10
	Poor/Little concern			Average			Good			
<b>Communication</b> Ability to present thoughts with logic & clarity	1	2	3	4	5	6	7	8	9	10
	Unable			Usually clear/logical			Superior Ability			
<b>Supervisory Relationships</b> Respect for authority and initiative	1	2	3	4	5	6	7	8	9	10
	Rebellious/Selfish agenda			Cooperative			Independent/Submitted			

*Please circle any traits that characterize the applicant:*

Impatient      Intolerant      Argumentative      Domineering      Sullen      Critical of Others

Easily Embarrassed      Easily Offended      Frustrated Easily      Arrogant      Lazy

Constantly Complaining      Quick Tempered      Needs Emotional Support

Prone to Discouragement      Prejudiced towards groups/races/nationalities      Depressed

Please list any further comments related to traits noted above: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Identify the applicant's strengths: \_\_\_\_\_  
 \_\_\_\_\_

Identify the applicant's weaknesses: \_\_\_\_\_  
 \_\_\_\_\_

Do you know of any lifestyles, conduct, or activity in which this individual is involved that could hinder his/her ministry or the program's credibility? (If yes, explain) \_\_\_\_\_  
 \_\_\_\_\_

Overall, do you recommend this applicant? \_\_\_\_\_ May we contact you with questions? \_\_\_\_\_

# Camp White Horse Staff Character Reference

Complete and mail or fax to:

White Horse Christian Retreat Camp, Inc.  
 315 Hurricane Creek Road  
 Sandy Hook, MS 39478  
 Fax: 601-736-0811

Name of Applicant: \_\_\_\_\_ Position Applied for: \_\_\_\_\_  
 Person Completing this reference: \_\_\_\_\_  
 Contact Phone: (\_\_\_\_) \_\_\_\_\_ Email: \_\_\_\_\_  
 Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

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Ability to live & connect w/ campers	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Servant heart/willingness to work hard	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Participating in Recreational Activities	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>

Do you feel the applicant is spiritually, emotionally, and physically ready for a demanding summer? If no, please explain.  
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 \_\_\_\_\_

*Please circle the number that best describes YOUR perception of the applicant*

<b>Spiritual Maturity</b> Evaluate the applicant's faith experience	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Immature			Average			Growing			Mature
<b>Involvement</b> Evaluate relationship with local church	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Infrequent attendance				Active in Church					Deeply Involved
<b>Social Acceptance</b> How personality affects others	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
	Tolerated			Accepted			Well Liked			Sought After

<b>Social Awareness</b> Responsiveness to the feelings of others	1	2	3	4	5	6	7	8	9	10
	Slow to respond			Considerate			Unusual Understanding			
<b>Emotional Stability</b> Reaction to stressful situations	1	2	3	4	5	6	7	8	9	10
	Unstable			Well-balanced			Very Well-balanced			
<b>Poise</b> What is the applicant's public demeanor?	1	2	3	4	5	6	7	8	9	10
	Lacking Confidence			Moderate Self-confidence			Self-confident			
<b>Leadership</b> Evaluate applicant's leadership abilities	1	2	3	4	5	6	7	8	9	10
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	Inflexible/Resistant			Good			Very Flexible			
<b>Teamwork</b> Ability to function in a team environment	1	2	3	4	5	6	7	8	9	10
	Difficulty working with others			Works exceptionally with others						
<b>Physical Condition</b> Physical condition & concern for appearance	1	2	3	4	5	6	7	8	9	10
	Poor/Little concern			Average			Good			
<b>Communication</b> Ability to present thoughts with logic & clarity	1	2	3	4	5	6	7	8	9	10
	Unable			Usually clear/logical			Superior Ability			
<b>Supervisory Relationships</b> Respect for authority and initiative	1	2	3	4	5	6	7	8	9	10
	Rebellious/Selfish agenda			Cooperative			Independent/Submitted			

*Please circle any traits that characterize the applicant:*

Impatient	Intolerant	Argumentative	Domineering	Sullen	Critical of Others
Easily Embarrassed	Easily Offended	Frustrated Easily	Arrogant	Lazy	
Constantly Complaining	Quick Tempered	Needs Emotional Support			
Prone to Discouragement	Prejudiced towards groups/races/nationalities	Depressed			

Please list any further comments related to traits noted above: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Identify the applicant's strengths: \_\_\_\_\_  
 \_\_\_\_\_

Identify the applicant's weaknesses: \_\_\_\_\_  
 \_\_\_\_\_

Do you know of any lifestyles, conduct, or activity in which this individual is involved that could hinder his/her ministry or the program's credibility? (If yes, explain) \_\_\_\_\_  
 \_\_\_\_\_

Overall, do you recommend this applicant? \_\_\_\_\_ May we contact you with questions? \_\_\_\_\_