

NAME: \_\_\_\_\_ TODAY'S DATE: \_\_\_\_\_

FULL NAME OF APPLICANT: \_\_\_\_\_  
*Last Name First Name Middle Name*

POSITION DESIRED: \_\_\_\_\_ T-SHIRT SIZE: \_\_\_\_\_

DATE OF BIRTH: \_\_\_\_\_ SOCIAL SECURITY NUMBER: \_\_\_\_\_

BEST PHONE NUMBER: \_\_\_\_\_ ALTERNATE PHONE NUMBER: \_\_\_\_\_

EMAIL: \_\_\_\_\_

ADDRESS FOR REGULAR MAIL:

\_\_\_\_\_

\_\_\_\_\_ *city state zip*

ARE YOU AT LEAST 18 YEARS OLD? yes \_\_\_\_\_ no \_\_\_\_\_

DO YOU HAVE A VALID DRIVER'S LICENSE? yes \_ no \_

DRIVER'S LICENSE NUMBER: \_ STATE: \_

ARE YOU A CITIZEN OF THE UNITED STATES: yes \_\_\_\_\_ no \_\_\_\_\_

If not, do you have legal authorization to work in this country? yes \_\_\_\_\_ no \_\_\_\_\_

Document: \_\_\_\_\_ Number: \_\_\_\_\_

HAVE YOU BEEN CONVICTED OF A CRIME? yes \_\_\_\_\_ no \_\_\_\_\_

*If yes, for what offense? When? Where? Please explain details below.*

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

EMERGENCY CONTACT NAME: \_\_\_\_\_

THEIR RELATIONSHIP TO YOU: \_\_\_\_\_

PHONE NUMBER TO REACH THEM: \_\_\_\_\_

APPLYING TO WORK FOR A CAMPER'S REGISTRATION FEE: YES / NO

CAMPER'S NAME: \_\_\_\_\_ RELATIONSHIP TO CAMPER: \_\_\_\_\_

NAME: \_\_\_\_\_ TODAY'S DATE: \_\_\_\_\_

**BACKGROUND CHECK**

Your written authorization for a background check is required for completion of the application process. Any offer of employment is contingent on the results of the background check.

FULL LEGAL NAME: \_\_\_\_\_

OTHER NAMES YOU HAVE USED: \_\_\_\_\_

DATE OF BIRTH: \_\_\_\_\_

SOCIAL SECURITY NUMBER: \_\_\_\_\_

DRIVER'S LICENSE NUMBER: \_\_\_\_\_ STATE: \_\_\_\_\_

CURRENT ADDRESS: \_\_\_\_\_

\_\_\_\_\_  
*city state zip*

PREVIOUS ADDRESS: \_\_\_\_\_

\_\_\_\_\_  
*city state zip*

PREVIOUS ADDRESS: \_\_\_\_\_

\_\_\_\_\_  
*city state zip*

I, \_\_\_\_\_, do hereby authorize Camp Fire Southeast Texas to thoroughly investigate my background and qualifications for purposes of evaluating whether I am qualified for the position for which I am applying. I understand that Camp Fire Southeast Texas will utilize an outside firm or firms to assist Camp Fire Southeast Texas in checking such information. I specifically authorize such as investigation by information services and outside entities of the company's choice. I understand that I may withhold my permission and that in such a case, no investigation will be done, and my application for employment will not be processed further.

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*

## CODE OF ETHICS

Camp Fire Southeast Texas and Camp Niwana are committed to providing opportunities for young people to become caring and confident youth and future leaders. The organization encourages the development and preservation of spiritual and ethical values and the practice of responsible citizenship.

Camp Fire Southeast Texas and Camp Niwana recognize that the primary means of effectively teaching youth is by example. Therefore, all Staff and Volunteers must adhere to the following general rules while in service to Camp Fire Southeast Texas and Camp Niwana.

These behavior expectations apply to all staff, including volunteers, salaried employees, hourly employees, seasonal employees, year-round employees, students, interns or staff-in-training. Staff and Volunteers must comply with this Code Of Ethics throughout their period of employment with Camp Fire Southeast Texas and Camp Niwana. Compliance with the Code Of Ethics is a condition of continued employment with Camp Fire Southeast Texas.

1. Be honest.
2. Comply with the law.
3. Behave in a decent and moral manner.
4. Refrain from any use of inappropriate language, specifically including any words commonly considered profanity.
5. Staff/Volunteers must not discriminate against any participant on the basis of age, ethnicity, gender, socio-economic status, creed, sexual orientation or any other legally protected classes.
6. Staff/Volunteers must not participate in the possession, sale or distribution of controlled substances.
7. Staff/Volunteers must not report to work or represent Camp Fire Southeast Texas in an official capacity while under the influence of drugs or alcohol or any other mind/mood altering substances.  
Staff/Volunteers are hereby advised that random drug testing without notice is available and may be required at any time during the contracted employment dates.
8. Staff/Volunteers must not strike, spank, shake, or physically, emotionally or verbally abuse any youth member as a means of discipline or for any other reason.
9. Staff/Volunteers must not engage in sexual activity with any youth member, including any level of conversation or activity that may reasonably be considered romantic in any form, including phone calls, texting, sexting, email or other online communications. If staff should become romantically involved with one another, they should not engage in any public displays of affection when around campers or if campers are in session.
10. Staff/Volunteers must not steal property or funds or otherwise mis-use or mis-apply the property or funds of Camp Fire Southeast Texas.
11. Staff/Volunteers must not falsify information on their application or employment history records or during their interview.
12. Staff/Volunteers must safeguard and hold confidential any information gathered through administrative duties involving supervision of personnel or other information identified by Camp Fire Southeast Texas as being confidential.

I understand that violation of the *Code Of Ethics* as listed above is grounds for immediate termination of employment with Camp Fire Southeast Texas with no further notice or warning. In the event of termination, contracted payment will only be paid up to and including the date of termination.

---

Signature

---

Date

## STATEMENTS & PERMISSIONS

I certify that the information given herein is true and complete to the best of my knowledge.

I authorize the investigation of all statements contained in this application.

I hereby release all of the employers, references, academic institutions, Camp Fire national, Camp Fire Southeast Texas and Camp Niwana from any and all liability arising from the giving or receiving of information about my employment history, my academic credentials or qualifications and my suitability for employment with Camp Fire Southeast Texas and Camp Niwana.

I understand that misrepresentation or omission of facts called for herein will be considered sufficient cause for the cancellation of consideration for employment or any offer of employment.

I understand that misrepresentation or omission of facts called for herein will be considered sufficient cause for immediate termination of employment, if I have been employed.

I give permission for my image and my verbal or written comments to be used in advertising or publicity in all forms, including print, images, video, DVD, Internet, websites, and all other formats now or to be discovered, without any further notice, recognition or compensation. I release Camp Fire national and Camp Fire Southeast Texas and Camp Niwana from any and all liability arising from this usage.

\_\_\_\_\_  
*Printed Name Of Applicant*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*

-----  
*Mail completed application to:*

Camp Niwana  
Applications Department  
350 FM 256  
Woodville, TX 75979

NAME: \_\_\_\_\_ TODAY'S DATE: \_\_\_\_\_

### REFERENCES

*List four people who are familiar with your character and integrity and who can provide a personal reference. These should not be previous employers or relatives. Mailing address information is required.*

NAME: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_

RELATIONSHIP TO YOU: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY / STATE / ZIP: \_\_\_\_\_

NAME: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_

RELATIONSHIP TO YOU: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY / STATE / ZIP: \_\_\_\_\_

NAME: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_

RELATIONSHIP TO YOU: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY / STATE / ZIP: \_\_\_\_\_

NAME: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_

RELATIONSHIP TO YOU: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY / STATE / ZIP: \_\_\_\_\_

NAME: \_\_\_\_\_ TODAY'S DATE: \_\_\_\_\_

### EDUCATION

*(Start with current or most recent school first, and then go back.)*

NAME OF SCHOOL: \_\_\_\_\_  
CITY / STATE / ZIP: \_\_\_\_\_  
DATES ATTENDED: From: \_\_\_\_\_ To: \_\_\_\_\_ COURSE  
OF STUDY OR DEGREE/MAJOR: \_\_\_\_\_  
DID YOU GRADUATE? Yes \_\_\_\_\_ No \_\_\_\_\_ DATE OF GRADUATION: \_\_\_\_\_

NAME OF SCHOOL: \_\_\_\_\_  
CITY / STATE / ZIP: \_\_\_\_\_  
DATES ATTENDED: From: \_\_\_\_\_ To: \_\_\_\_\_  
COURSE OF STUDY OR DEGREE/MAJOR: \_\_\_\_\_  
DID YOU GRADUATE? Yes \_\_\_\_\_ No \_\_\_\_\_ DATE OF GRADUATION: \_\_\_\_\_

### EMPLOYMENT HISTORY

*(Start with current or most recent job first, and include both full-time and part-time positions.)*

EMPLOYER: \_\_\_\_\_  
JOB TITLE: \_\_\_\_\_  
EMPLOYMENT DATES: (month/year): From: \_\_\_\_\_ To: \_\_\_\_\_  
SALARY / WAGE: Starting: \_\_\_\_\_ Ending: \_\_\_\_\_  
DESCRIBE WORK / DUTIES: \_\_\_\_\_  
REASON FOR LEAVING: \_\_\_\_\_  
SUPERVISOR'S NAME: \_\_\_\_\_  
MAY WE CONTACT THIS EMPLOYER? Yes \_\_\_\_\_ No \_\_\_\_\_  
PHONE NUMBER FOR CONTACT: \_\_\_\_\_

EMPLOYER: \_\_\_\_\_  
JOB TITLE: \_\_\_\_\_  
EMPLOYMENT DATES: (month/year): From: \_\_\_\_\_ To: \_\_\_\_\_  
SALARY / WAGE: Starting: \_\_\_\_\_ Ending: \_\_\_\_\_  
DESCRIBE WORK / DUTIES: \_\_\_\_\_  
REASON FOR LEAVING: \_\_\_\_\_  
SUPERVISOR'S NAME: \_\_\_\_\_  
MAY WE CONTACT THIS EMPLOYER? Yes \_\_\_\_\_ No \_\_\_\_\_  
PHONE NUMBER FOR CONTACT: \_\_\_\_\_

EMPLOYER: \_\_\_\_\_  
JOB TITLE: \_\_\_\_\_  
EMPLOYMENT DATES: (month/year): From: \_\_\_\_\_ To: \_\_\_\_\_  
SALARY / WAGE: Starting: \_\_\_\_\_ Ending: \_\_\_\_\_  
DESCRIBE WORK / DUTIES: \_\_\_\_\_  
REASON FOR LEAVING: \_\_\_\_\_  
SUPERVISOR'S NAME: \_\_\_\_\_  
MAY WE CONTACT THIS EMPLOYER? Yes \_\_\_\_\_ No \_\_\_\_\_  
PHONE NUMBER FOR CONTACT: \_\_\_\_\_

NAME: \_\_\_\_\_

TODAY'S DATE: \_\_\_\_\_

Let us know about your skills & interests. Thanks!

	I know this, and I can train staff	I know this, and I can teach kids	I know this, but I have not taught it.	I don't know, but I want to learn this.	YUCK! No thanks!
Archery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arts & Crafts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Camping	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Camp Newspaper	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Canoe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cheerleading	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dramatics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fire Building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
First Aid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Games	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hikes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knife Skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Map / Compass	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nature / Science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outdoor Cooking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poetry / Writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Riflery-BB Guns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sewing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Songs & Music	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Swimming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is your CPR certification current? yes no Expires Date: \_\_\_\_\_(attach copy of card)

Is your First Aid certification current? yes no Expires Date: \_\_\_\_\_(attach copy of card)

Is your Lifeguard Certification current? yes no Expires Date: \_\_\_\_\_(attach copy of card)

Please list other certifications you have: (use the back, if needed, & attach copies of cards or certificates)

Name of Person(s) Attending the Event: \_\_\_\_\_

**CAMP FIRESOUTHEAST TEXAS & CAMP NIWANA  
WAIVER OF LIABILITY AND HOLD HARMLESS AGREEMENT**

1. In consideration for participating in CAMP FIRE SOUTHEAST TEXAS/CAMP NIWANA events called 2017 Summer Camp Season, I hereby RELEASE, WAIVE, DISCHARGE AND COVENANT NOT TO SUE CAMP FIRE SOUTHEAST TEXAS/CAMP NIWANA, their representatives, their officers, servants, agents, and employees (here in after referred to as RELEASEES) from any and all liability, claims, demands, actions and causes of action whatsoever arising out of or related to any loss, damage, or injury, including death, that may be sustained by (my children, myself, or any person I have brought or sent to this activity), or to any property belonging to such, WHETHER CAUSED BY THE NEGLIGENCE OF THE RELEASEES, or otherwise, while participating in such activity, or while in, on or upon the premises where the activity is being conducted or in transportation to and from said premises.

2. To the best of my knowledge, I, or my minor child/ward as named above, or anyone else I have brought or sent to this activity can fully participate in this activity. I am fully aware of risks and hazards connected with the activity, including but not limited to the risks as noted herein, and I hereby elect to voluntarily participate in said activity, and to enter the above-named premises and engage in such activity knowing that the activity may be hazardous to me and my property. I VOLUNTARILY ASSUME FULL RESPONSIBILITY FOR ANY RISKS OF LOSS, PROPERTY DAMAGE OR PERSONAL INJURY, INCLUDING DEATH, that may be sustained by myself, children and/or child under my guardianship or whom I have brought or sent to this facility or any loss or damage to property owned by any of same, as a result of being engaged in such an activity, whether caused by the negligence of releases or otherwise.

3. I further hereby AGREE TO INDEMNIFY AND HOLD HARMLESS THE RELEASEES from any loss, liability, damage or costs, including court costs and attorney's fees, that may incur due to my/their participation in said activity, whether caused by negligence of releases or otherwise.

4. It is my express intent that this Release and Hold Harmless Agreement shall bind the members of my family, my heirs, assigns and personal representative, and shall be deemed as a Release, Waiver, Discharge And Covenant Not To Sue the above named Releases. I hereby further agree that this Waiver of Liability and Hold Harmless Agreement shall be construed in accordance with the laws of the State of Texas.

5. I understand that Camp Fire Southeast Texas/Camp Niwana and representatives, employees, directors and board members will not be responsible for any medical costs associated with an injury I, my children and/or any child under my guardianship or supervision, or anyone I have brought or sent to this activity, may sustain.

6. I further agree that I will further assume the complete risk for myself, my children or those under my guardianship or supervision, or anyone I have brought or sent to his activity, for any activity done in violation of any rule or directive or instruction.

7. I also understand that I should and am urged by Camp Fire Southeast Texas/Camp Niwana to obtain adequate health and accident insurance to cover any personal injury to myself, my family and/or any child under my supervision, or anyone that I have brought or sent, that may be sustained during the activity or the transportation to and from said activity.

8. I give permission to use the print, still, video, digital or electronic images, representation, likeness, oral/verbal comments or written comments of my children, myself, or any person I have brought or sent to this activity in any form now known or ever to be discovered, for purposes of advertising, fundraising, evaluation, or any other purpose, with no further notification or compensation.

IN SIGNING THIS RELEASE, I ACKNOWLEDGE AND REPRESENT THAT I have read the foregoing Waiver of Liability and Hold Harmless Agreement, understand it and sign it voluntarily as my own free act and deed; no oral representations, statements or inducements, apart from the foregoing written agreement, have been made; I am fully competent; and I execute this Release for full, adequate and complete consideration fully intending to be bound by same.

IN WITNESS WHEREOF, I have hereunto set my hand on this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

PRINTED NAME (parent/guardian/responsible party): \_\_\_\_\_

SIGNATURE (parent/guardian/responsible party): \_\_\_\_\_