

St Mary's Summer Camp Staff Selection Criteria and Process

Summer Camp Staff are held to a high level of accountability and responsibility. The following paragraphs describe the selection criteria utilized in selecting candidates for the Summer Camp Staff. The Summer Camp Selection Committee three area Priests along with the Youth Director & Camp Coordinator of St. Mary's Greek Orthodox Church.

Expectations for the behavior of all candidates are clearly stated in the online Staff Application and below:

During camp:

1. Possession and/or use of alcohol, tobacco, vaping devices, THC/marijuana, or other illegal drugs or prescribed narcotics, or weapons is prohibited.
2. Staff will respect the dignity of all campers and fellow staff by refraining from inappropriate language and/or physical contact, and any form of harassing behavior.
3. No staff person shall violate cabin curfew (1:00 a.m.) unless excused by the director.
4. No staff person shall leave the grounds unless authorized by the director.
5. Each staff person will work closely with the Administrative staff to help the program run as smoothly as possible.
6. Each staff person will abide by and teach according to the guidelines set forth by St. Mary's Greek Orthodox Church Camp.
7. Each staff person will endeavor to incarnate, always, the love and the light of Jesus Christ.
8. Cabin Staff are expected to be able to ambulate ~10,000 steps per day, unassisted (by canes, crutches, scooters, wheelchairs, etc.).

In life:

9. Each staff member will actively pursue his or her spiritual growth through:
 - a. Regular and prompt attendance at the Divine Liturgy
 - b. Regular participation in the sacramental life of the Church
 - i. Confession at least once a year
 - ii. Regular reception of Holy Communion
 - c. Their commitment to continue their own education in Orthodox doctrine
 - d. Their life in Christ daily
10. Each staff member will serve as a consistent Orthodox role model for our young people all year long.
11. Each staff member will use responsible judgement with future communications with Campers & Staff after camp especially using electronic communications & social media.
12. Each Staff member will pray regularly for our youth.

Staff selection is based upon the above information and the following criteria:

- 1) The applicant is an excellent role model.
- 2) The applicant demonstrates a level of maturity appropriate to the job description (work crew, counselor, head counselor, support staff).
- 3) The applicant's level of experience in youth ministry.

- 4) The applicant's ability to serve as a team player.
- 5) Parish representation.
- 6) An accepted candidate may be waitlisted solely due to having more applicants than positions at the time of the selection meeting.
- 7) The applicant's level of commitment to attend meetings and the entire week of camp.
- 8) The submitted application date (due November 30th of each year).

Our camp program is blessed to receive many qualified applicants each year. Staff that are accepted and placed on the waiting list will be notified as soon as additional openings occur. Many staff cancellations **do** occur each year, for various reasons. Every possible effort will be made to provide as much advance notice as possible to staff on the waiting list.

The Staff Selection Committee is based out of St. Mary's Greek Orthodox Church should you have any questions, feel free to contact Doria Saros or Jon Klein at camp@stmaryscamp.com.