



Boy Scouts of America

# BAY-LAKES COUNCIL CAMP STAFF APPLICATION



Boy Scouts of America

(Please print)

Name \_\_\_\_\_ Middle Initial \_\_\_\_\_

DATE \_\_\_\_\_

Permanent Address \_\_\_\_\_

Troop# \_\_\_\_\_ Team# \_\_\_\_\_ Crew # \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Leader's Name \_\_\_\_\_

Leader's Phone # \_\_\_\_\_

Home Telephone (\_\_\_\_\_) \_\_\_\_\_ Best Time to call \_\_\_\_\_

Length of time in Boy Scouting \_\_\_\_\_

Cell phone (\_\_\_\_\_) \_\_\_\_\_ Best Time to call \_\_\_\_\_

Length of time as adult Scouter \_\_\_\_\_

Work phone (\_\_\_\_\_) \_\_\_\_\_ Best Time to call \_\_\_\_\_

Scout Rank \_\_\_\_\_

Email \_\_\_\_\_

Current troop position: \_\_\_\_\_

Registered Scout/Scouter Yes No

Order of the Arrow Member: Yes No

Current (College Address: (if applicable)) \_\_\_\_\_

Honor: Ordeal Brotherhood Vigil

\_\_\_\_\_

Significant achievements in other organizations (Girl Scouts, JROTC, etc.)

\_\_\_\_\_

Telephone \_\_\_\_\_

Best time to call \_\_\_\_\_

Dates at this address \_\_\_\_\_

Current Employer \_\_\_\_\_

Supervisor \_\_\_\_\_ Phone \_\_\_\_\_

Social Security # (optional) \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

May we contact employer? \_\_\_\_\_

Driver's License # \_\_\_\_\_

Age: 14-15 \_\_\_ 16-17 \_\_\_ 18-20 \_\_\_ 21+

Place an "X" for areas that indicate your experience

### AQUATICS EXPERIENCE

- \_\_\_ BSA Lifeguard
- \_\_\_ Canoeing Merit Badge
- \_\_\_ Lifesaving Merit Badge
- \_\_\_ Red Cross Lifeguard Training
- \_\_\_ Rowing Merit Badge
- \_\_\_ Sailing Merit Badge
- \_\_\_ Swimming Merit Badge
- \_\_\_ Whitewater Merit Badge
- \_\_\_ Water Safety Instructor
- \_\_\_ National Camp School - Aquatics
- \_\_\_ Sommers Canoe Base Expedition
- \_\_\_ CPR Certified \_\_\_\_\_ (date)
- \_\_\_ CPR Instructor \_\_\_\_\_ (date)
- \_\_\_ ACA Certified \_\_\_\_\_ (date)
- \_\_\_ DNR Boating \_\_\_\_\_ (date)
- \_\_\_ Other \_\_\_\_\_

### GENERAL EXPERIENCE

- \_\_\_ Art Merit Badge
- \_\_\_ Basketry Merit Badge
- \_\_\_ Leatherwork Merit Badge
- \_\_\_ Public Speaking Merit Badge
- \_\_\_ Scholarship Merit Badge
- \_\_\_ Wood Carving Merit Badge

### SHOOTING SPORTS EXPERIENCE

- \_\_\_ Archery Merit Badge
- \_\_\_ Black Powder Experience
- \_\_\_ Rifle Merit Badge
- \_\_\_ Shotgun Merit Badge
- \_\_\_ N.R.A. Hunter Safety
- \_\_\_ National Camp School Shooting Sports
- \_\_\_ Other \_\_\_\_\_

### PROGRAM EXPERIENCE

- \_\_\_ Bugling Merit Badge
- \_\_\_ Campfires
- \_\_\_ Song Leading
- \_\_\_ Leading Games
- \_\_\_ National Camp School – Program
- \_\_\_ National Camp School – Commissioner
- \_\_\_ Other \_\_\_\_\_

### OUTDOOR SKILLS EXPERIENCE

- \_\_\_ Backpacking Merit Badge
- \_\_\_ Camping Merit Badge
- \_\_\_ Cooking Merit Badge
- \_\_\_ Emergency Preparedness Merit Badge
- \_\_\_ First Aid Merit Badge
- \_\_\_ Fishing Merit Badge
- \_\_\_ Hiking Merit Badge
- \_\_\_ Indian Lore Badge
- \_\_\_ Metal Work Merit Badge
- \_\_\_ Orienteering Merit Badge
- \_\_\_ Pioneering Merit Badge
- \_\_\_ Wilderness Survival Merit Badge
- \_\_\_ High Adventure Expedition
- \_\_\_ National Camp School – Outdoor Skills
- \_\_\_ National Camp School - Climbing
- \_\_\_ National Camp School - C.O.P.E.
- \_\_\_ COPE Participant
- \_\_\_ COPE Instructor
- \_\_\_ Other \_\_\_\_\_

### BUSINESS EXPERIENCE

- \_\_\_ American Business Merit Badge
- \_\_\_ Personal Management Merit Badge
- \_\_\_ Salesmanship Merit Badge
- \_\_\_ School Math Course - Grade \_\_\_\_\_ (avg.)
- \_\_\_ Typing WPM \_\_\_\_\_
- \_\_\_ Bookkeeping, Accounting Experience
- \_\_\_ Other \_\_\_\_\_

### ECOLOGY EXPERIENCE

- \_\_\_ Astronomy Merit Badge
- \_\_\_ Bird Study Merit Badge
- \_\_\_ Environmental Science Merit Badge
- \_\_\_ Fish & Wildlife Management Merit Badge
- \_\_\_ Forestry Merit Badge
- \_\_\_ Gardening Merit Badge
- \_\_\_ Geology Merit Badge
- \_\_\_ Insect Study Merit Badge
- \_\_\_ Mammals Merit Badge
- \_\_\_ Nature Merit Badge
- \_\_\_ Plant Science Merit Badge
- \_\_\_ Pulp & Paper Merit Badge
- \_\_\_ Reptile Study Merit Badge
- \_\_\_ Soil & Water Conservation Merit Badge
- \_\_\_ Weather Merit Badge
- \_\_\_ National Camp School - Ecology
- \_\_\_ Other \_\_\_\_\_

### HIGH ADVENTURE EXPERIENCE

- \_\_\_ Whitewater Canoeing/Kayaking
- \_\_\_ Class 1 2 3 Rapids
- \_\_\_ Mountain Biking
- \_\_\_ Extended Periods of Hiking

**MEDICAL EXPERIENCE**

\_\_\_ Medical Student  
\_\_\_ Paramedic  
\_\_\_ First Responder Certification \_\_\_\_\_ (date)  
\_\_\_ CPR Training \_\_\_\_\_ (date)  
\_\_\_ Nursing - \_\_\_ Student \_\_\_ LPN \_\_\_ RN  
\_\_\_ Emergency Medical Technician  
\_\_\_ First Aid Training \_\_\_\_\_ / \_\_\_\_\_ (date)

**FOOD SERVICE**

Job # people served  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**TRAINING**

\_\_\_ Junior Leader Training Course - (year - \_\_\_\_\_)  
\_\_\_ CIT (year - \_\_\_\_\_)  
Area \_\_\_\_\_  
Area \_\_\_\_\_  
\_\_\_ Cub Scout Leader Training  
\_\_\_ Boy Scout Leader Training  
\_\_\_ Wood Badge  
\_\_\_ National Camp School Certification:  
Subject \_\_\_\_\_  
Year \_\_\_\_\_  
\_\_\_ Other \_\_\_\_\_

**HIGH SCHOOL/COLLEGE EXPERIENCE**

Name of High School/College \_\_\_\_\_  
Current Grade (Year in School) \_\_\_\_\_  
College Major \_\_\_\_\_  
Extra-curricular activities \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Musical Instrument(s) Played \_\_\_\_\_  
\_\_\_\_\_  
Leadership Positions (list)  
\_\_\_\_\_

**MAINTENANCE EXPERIENCE**

\_\_\_ Truck Driving (stick shift)  
\_\_\_ Tractor Operation (stick shift)  
\_\_\_ Carpentry Experience  
\_\_\_ Electrical Experience  
\_\_\_ Plumbing Experience  
\_\_\_ Farm Work Experience

**TRUCK OPERATION**

\_\_\_ Current Driver's License  
\_\_\_ Stick Shift Driving Experience  
\_\_\_ Automatic Shift Driving Experience

**OFFICES HELD (Troop, Crew or Post)**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_ Webelos Den Chief  
\_\_\_ Den Chief

**CAMP STAFF EXPERIENCE**

Year	Position	Camp
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

**Mail completed applications to:**

**Bay-Lakes Council**  
**BOY SCOUTS OF AMERICA**  
PO Box 267, Appleton, WI 54912  
920-734-5705



Name \_\_\_\_\_

**CIRCLE AND NUMBER IN ORDER OF PREFERENCE YOUR TOP FOUR CHOICES FROM THE FOLLOWING SCOUT CAMPS AND POSITIONS**

*Applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, marital or veteran status or the presence of a health problem or disability that is unrelated to the person's ability to perform the job assigned.*

**CUB SCOUT CAMP STAFF POSITIONS** Place a 1 and a 2 in order of preference for Cub Scout or Webelos camp.

\_\_\_\_\_ **Cub Scout World Camp Rokilio, (Kiel, WI)**

\_\_\_\_\_ **Webelos Resident Camp Twin Lakes, (Waupaca, WI)**

**Minimum Age**

**Minimum Age**

- 21 Camp Director (25+ preferred)
- 21 Program Director
- 21 Shooting Sports Director
- 21 Aquatics Director
- 21 Food Service Manager
- 21 Head Cook
- 18 Business Manager
- 18 Dining Hall Manager
- 21 Health Officer
- 21 Chaplain

- 18 Assistant Ranger
- 18 Boating Director
- 18 Assistant Cook
- 18 Handicraft Director
- 18 Ecology Conservation Director
- 18 Shooting Sports Instructor
- 17 Theme Area Director (18+ preferred)
- 16 Aquatics Staff
- 16+ Commissioners
- 15+ Theme Area Assistant
- 14+ Counselor-In-Training

**BOY SCOUT CAMP STAFF POSITIONS** Place a 1 and a 2 in order of preference for Scout camp

\_\_\_\_\_ **Gardner Dam Scout Camp, (White Lake, WI)**

\_\_\_\_\_ **Bear Paw Scout Camp, (Mountain, WI)**

\_\_\_\_\_ **Camp Hiawatha, (Munising, MI)**

**Camp-Wide Positions**

**Minimum Age**

**Minimum Age**

- 21 Camp Director (25+ preferred)
- 21 Program Director
- 21 Services Director
- 21 Health Officer (Doctor, Nurse, EMT)
- 21 High Adventure Director
- 21 COPE Director
- 21 Aquatics Director
- 21 Climbing Director
- 21 Chaplain
- 21 Head Cook
- 21 Shooting Sports Director
- 21 Shooting Sports Instructor
- 18+ Trading Post Manager
- 18 Outdoor Skills Director
- 18 Assistant Aquatics Director
- 18 Commissioner
- 18 Ecology/Conservation Director
- 18 Climbing Instructor

- 18 COPE Instructor
- 18 Trading Post Manager
- 18 Handicraft / Campcraft Director
- 18 Maintenance Staff/Asst. Ranger
- 18 Office Staff/Clerk
- 18 Archery Range Director
- 16+ Ecology/Conservation Staff
- 16+ Business Staff
- 16 Aquatics Staff
- 15+ Outdoor Skills Staff
- 15+ Food Service Staff/Dishwasher
- 14+ Counselor-In-Training
- Other \_\_\_\_\_

Not all positions will be filled each year.

**Counselor In Training**

(2-3 week volunteer position minimum)

\_\_\_\_\_ 14-15 yr old CIT \_\_\_\_\_ 15+ yr old Sr. CIT  
CIT programs available at all camps.

**WHY DO YOU WANT TO WORK AT CAMP? (Add additional sheet if necessary)**

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**REFERENCES REQUIRED:**

List **three references**, a letter of recommendation may be requested.  
(Suggest Scout leaders, teachers, and employers; please do not use relatives as references.)

**REFERENCE # 1**

**REFERENCE # 2**

**REFERENCE # 3**

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

RELATIONSHIP: \_\_\_\_\_

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

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

PHONE NO: \_\_\_\_\_

(A personal résumé of experience is welcome but no required.)

**OTHER INFORMATION:**

Do you use illegal drugs? ( ) YES ( ) NO

Have you even been convicted of a criminal offense? ( ) YES ( ) NO  
(If yes, please explain on lines below)

Have you ever been charged with neglect or abuse? ( ) YES ( ) NO

Has your driver's license ever been suspended or revoked? ( ) YES ( ) NO  
(If yes, please explain on lines below)

Other than the above, is there any fact or circumstance involving you or your background that would call into question your being entrusted with supervision, guidance, and care of young people? ( ) YES ( ) NO  
(If yes, please explain on lines below)

**ALL EMPLOYEES SHOULD BE AVAILABLE FOR THE FULL SEASON**

(Exceptions must be requested in writing during interviews.)

**Camp Staff Dates**

(All dates subject to change based on campers. Usual camp dates are from early June to mid August.)

I understand that:

The information I have provided may be verified, if necessary, by contacting person(s) or organization(s) named in this application, or by contacting any person or organization that may have information concerning me. I hereby release and agree to hold harmless from liability any person or organization that provides information. I also agree to hold harmless the chartered organizations, local council, Boy Scouts of America, and their officers, employees, and volunteers thereof. I understand and agree that if I am employed; my employment shall not be construed as being for any definite period of time, but will be for an indefinite period of time, terminable at will by my employer. In signing this application, I affirm that the information I have given is true and correct to the best of my knowledge and if any information has been misrepresented, employment may be terminated without other reason.

Print Name of Applicant: \_\_\_\_\_

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

Parent's Signature if Applicant is Under 18: \_\_\_\_\_ Date: \_\_\_\_\_

**Mail completed applications to:**  
**Bay-Lakes Council, PO Box 267, Appleton, WI 54912**



**Office use only**

Date of Interview: \_\_\_\_\_ Interviewed by: \_\_\_\_\_

Position considered for: \_\_\_\_\_

Camp: \_\_\_\_\_

Position hired for: \_\_\_\_\_

Salary: \_\_\_\_\_ Approval: \_\_\_\_\_