

JR. ACRY ENCOUNTER

COUNSELOR APPLICATION FORM

Philosophy

All members of the ACRY Encounter Staff are responsible for carrying out the Mission of the ACRY: This is done within a Program that gives each participant the opportunity to know their God and live their faith in a safe and peaceful environment. Our Staff must be committed to helping the participants develop and deepen their relationship with our Lord Jesus Christ through participation in all aspects of the Encounter Program. This is done in part by helping each participant to better understand and live their Orthodox Faith and live peacefully with their fellow Encounter participants. The Staff must acknowledge that it is their own behavior that has the greatest impact on the participants' behavior. Each Staff Member must be a good example, for the Encounter participants and their fellow staff members, of what it means to be an Orthodox Christian.

APPLICANT INFORMATION

NAME: _____
Last First Middle Initial

BIRTHDATE: ____ / ____ / ____ SOCIAL SECURITY #: ____ - ____ - ____ GENDER: M F
Month Day Year

HOME ADDRESS: _____
Street, Apt., etc. City State/Province Zip Country

SCHOOL ADDRESS: _____
Street, Apt., etc. City State/Province Zip Country

T-SHIRT SIZE: S, M, L, XL Other _____

E-MAIL ADDRESS: _____

HOME PHONE: _____ SCHOOL PHONE: _____ CELL PHONE: _____

PARISH NAME: _____ CITY: _____ ST/PR: _____

EMERGENCY CONTACT: _____

RELATIONSHIP TO APPLICANT: _____

EMERGENCY CONTACT: HOME: _____ WORK: _____ CELL: _____

PREVIOUS CHILD CARE OR CAMP COUNSELOR EXPERIENCE

Position or Camp: _____ Dates (Years): _____ Camper or Staff (Position?): _____

Position or Camp: _____ Dates (Years): _____ Camper or Staff (Position?): _____

Position or Camp: _____ Dates (Years): _____ Camper or Staff (Position?): _____

Restrictions: Would you have any difficulty in performing any of these essential elements of the job for which you applied? If so, explain:

Clergy Recommendation – must be completed and signed

Parish Priest (Spiritual Father) _____ Phone # _____

I recommend this individual to be a member of the Jr. ACRY Encounter Staff. I have known him/her for _____ years. I am the parish priest or spiritual father of the applicant. After reading the expectations on the bottom of this page and the next page, it is my opinion that this applicant is able to fulfill the responsibilities of a counselor/staff member.

Signature of Priest _____ Date _____

NOTE: This form must be completed by all Staff, Support Staff, Medical Staff and Clergy Families. This original application must be mailed to: Rachel Pribish, 668 S. Broad. St. Elizabeth, NJ 07202. You may fax the form, but it still must be mailed as well. All Staff must have a completed application on file before acceptance will be considered.

Please list teaching experience (details and time spent) and organizations you are a member of as well. For example: Sunday School, college courses, avid reader of Orthodox materials, seminary student or graduate, etc.

Please describe the ideal counselor. Explain how you will live up to this ideal.

Counselor/Staff Expectations:

All counselors and staff who have been selected to volunteer for the Jr. ACRY Encounter are required to read, understand and agree to these guidelines prior to their participation in the Encounter Program. The counselors/staff are required to: Complete this entire application. Arrive by 6:00 p.m. on November 10, 2017 or make arrangements with those running the Encounter. Stay until the conclusion on Sunday, November 12 at 1:00 p.m. or make arrangements with those running the Encounter when submitting this application. Abide by the policies and procedures explained by the Encounter Staff, as well as by the Diocesan Sexual Misconduct Policy. Obey the laws of the State of New York. Abstain from use of alcohol, drugs and cigarettes. (These are strictly prohibited.) Demonstrate willingness to be supervised by the Encounter Coordinator, Chaplains and other Clergy. Live with and provide for the needs of the Encounter participants as assigned. Attend and be on time for all prayer services, other activities and assist in teaching activities. Communicate effectively and cooperate with the entire

Encounter Staff. Demonstrate flexibility and a willingness to serve as well as love the participants unconditionally. Use Christian behavior and language at all times. Counselors should be at least 19 years old and have completed at least 1 year of College. Inappropriate sexual behavior with a Camper is a crime and punishable by law. Counselors are to refrain from any inappropriate touching, kissing, or hugging with any participants or other Staff members. All members of the Encounter Staff are responsible for presenting the Gospel of Jesus Christ in all its ramifications: spiritual, social, educational, recreational, individual, and communal to each participant. All Staff need to maintain the teachings of the Holy Orthodox Church and display a Christian example for the benefit of the Encounter participants. I have read and understood these expectations. If accepted as a Counselor/Staff member, I promise to help provide a safe environment for the Encounter participants, free from social pressures, where they can experience the basics of Christian life, participation in the Sacraments, study of the Holy Bible, and the joys of fellowship with other Orthodox Christians.

Signature _____ Date: _____

VOLUNTARY DISCLOSURE STATEMENT – ALL ENCOUNTER STAFF – PAGE 1 OF 3

Please read carefully all of the material following on these pages. By signing each of the articles below you agree to the contents in each section, no exceptions. These signatures will be required for employment by all Camp Nazareth staff.

NAME: _____
Last First Middle Initial

BIRTHDATE: ____/____/____ SOCIAL SECURITY #: ____-____-____
Month Day Year

GENDER: F M OTHER NAMES (i.e., maiden name, alias): _____

HOME ADDRESS: _____
Street, Apt., etc.

City State/Province Zip Country

SCHOOL OR COLLEGE: _____

ADDRESS: _____
Street, Apt., etc.

City State/Province Zip Country

E-MAIL ADDRESS: _____

HOME PHONE: _____ SCHOOL PHONE: _____ CELL PHONE: _____

1.) Previous residence(s) for last 5 years (include college and home residences)

City _____ State _____ Year _____
City _____ State _____ Year _____
City _____ State _____ Year _____

2.) Have you ever been convicted of any crime relating in any manner to children and/or your conduct with them? Yes No

If yes, please explain: (Use a separate sheet if necessary.):

3.) Have you ever been convicted of any crime including, but not limited to, those listed below and/or any crime similar in any manner to those listed below? Yes No

- Indecent assault and battery on a child under fourteen
- Indecent assault and battery on a mentally retarded person
- Indecent assault and battery on a person who has obtained the age of fourteen
- Rape
- Rape of a child under sixteen with force
- Assault with intent to commit rape
- Kidnapping of a child under sixteen with intent to commit rape
- Distribution and trafficking of narcotics or other controlled substances
- Intent to commit

If yes, please explain: (use separate sheet if necessary.): _____

4.) Regarding Harassment:

It is Camp Nazareth’s policy to prohibit all forms of harassment by our employees. This includes sexual, racial, religious and other forms of harassment. Have you ever been convicted or accused of harassment of any person including, but not limited to, workplace harassment? (Note: A prior conviction or accusation is not an automatic bar to employment. The type of conviction or accusation and when it occurred will be evaluated by the camp director before any decision is made.)

Yes No

If yes, explanation required (use separate sheet if necessary): _____

5.) Regarding a Criminal Record:

Have you ever been convicted of a crime, misdemeanor or felony, other than a minor traffic offense? If yes, please describe. (Note: A prior conviction or accusation is not an automatic bar to employment. The type of conviction and when it occurred will be evaluated by the camp director before any decision is made.)

Yes No

If yes, explanation required (use separate sheet if necessary): _____

6.) Have you ever been adjudged liable for civil penalties or damages involving sexual or physical abuse of children?

Yes No

If yes, explanation required (use separate sheet if necessary): _____

7.) Are you now or have you ever been subject to any court order involving sexual or physical abuse of a minor, including, but not limited to a domestic order or protection?

Yes No

If yes, explanation required (use separate sheet if necessary): _____

I understand that:

- a. The Jr. ACRY may deny a position to any person who answers “Yes” to any of the questions on pages 1 & 2 of this Voluntary Disclosure (Legal Questionnaire). If hired and the Jr. ACRY later discovers circumstances that would indicate a “Yes” answer to any of the above questions, employment may be terminated immediately.
- b. The information provided on this form is subject to verification, which will include a criminal history check and a possible request from any Central Registry of child abusers.
- c. The Jr. ACRY may terminate employment or volunteer services of any person if that person is found, regardless of when discovered, to:
 - 1) have a history of complaints of abuse of a minor;
 - 2) have resigned, been terminated or been asked to resign from a position whether paid or unpaid, due to complaint(s) of sexual abuse of a minor; and/or
 - 3) have falsified or omitted information in this disclosure statement.
- d. This disclosure statement must be updated annually.

I also understand that:

- a. My position will always be contingent upon my performance and interaction with all fellow staff, campers, volunteers, or any visitors to the Encounter for any reason. If my performance is found to be less than satisfactory, I will be given up to two warnings and each time I will be explained the nature and justification for the warnings. If after both warnings have been given, and my compliance with the request of the Encounter director is not satisfactory to his/her judgment alone, I understand that my position will be terminated. I will be required to leave the premises within 24 hrs. of termination.
- b. The Jr. ACRY is an Orthodox Christian Organization, and as a non-profit organization can and will require of me that my behavior reflect that of an Orthodox Christian, ethically and morally. If at any time the Encounter director judges my behavior to be unsatisfactory, he/she may, at any time, terminate my position without warning. I will be required to leave the premises within 24 hrs. of termination.

I AUTHORIZE INVESTIGATION OF ALL STATEMENTS HEREIN, INCLUDING ANY CHECKS OF CRIMINAL RECORDS, AND RELEASE THE JR. ACRY AND ALL OTHERS FROM LIABILITY IN CONNECTION WITH THE SAME. I UNDERSTAND THAT, IF GRANTED A POSITION, I WILL BE AN AT-WILL VOLUNTEER UNLESS THERE IS AN AGREEMENT OR LAW, WHICH ALTERS THAT STATUS. FURTHERMORE, I UNDERSTAND THAT ANY AGREEMENT MUST BE IN WRITING AND SIGNED BY THE DESIGNATED JR. ACRY OFFICIAL. I ALSO, UNDERSTAND THAT MISREPRESENTATIONS OR FALSIFICATIONS HEREIN OR IN OTHER DOCUMENTS COMPLETED OR SUBMITTED BY THE APPLICANT WILL RESULT IN IMMEDIATE DISMISSAL, REGARDLESS OF THE DATE OF DISCOVERY.

Signature of Applicant: _____ Date: _____

Print Name of Applicant: _____

Signature of Parent if applicant is a minor (under 18 years of age at time of application):

_____ Date: _____

JR. ACRY ENCOUNTER

DIOCESAN SEXUAL MISCONDUCT POLICY

Policies and Procedures Regarding Sexual Misconduct -- Developed for Camp Nazareth

Camp Nazareth has as its Mission to “Glorify God in all things” and to create an environment which is founded on faith in Christ, intricately woven into a lifestyle of Christian love and acceptance. At Camp Nazareth, we are concerned with what campers take home with them. We are also concerned with how they grow physically, emotionally and spiritually. We are concerned with their growth in human relations and how they interact with one another.

As a spiritual retreat and learning center for youths and adults within the American Carpatho-Russian Orthodox Diocese, here at Camp Nazareth we adhere to Orthodox Christian virtues. Among these virtues are the affirmation and acknowledgement that each person is a child of God and a Temple of the Holy Spirit (1 Cor. 6:19) created in the image and likeness of God (Gen. 1:26). It is to affirm that each person is our neighbor (Luke 10:25 et seq.) and that we are to treat each and every person as we wish to be treated (Matt. 7:12), i.e., with kindness, respect, patience and agape love.

Christ instructed us to love one another as He loved us (John 15:12-13), giving His life for our sakes. Accordingly, any behavior that exhibits Christian virtue is expected. Conduct which is contrary to Christ’s teachings is a sin and unacceptable.

It is essential that all priests, team leaders, workers, counselors, volunteers and others involved with our work here at Camp Nazareth understand the overwhelming public concern regarding abuse and sexual conduct issues. Violations can quickly lead to the involvement of law enforcement officials and can quickly destroy the reputation and work of the Camp.

This written policy statement is designed for clarification of the issues among all staff members, volunteer or paid, counselors, clergy or laity. Admittedly it is conservative. The impressions that campers (who come from a variety of backgrounds) take home with them and pass along to their parents or friends, or parents gain when visiting Camp Nazareth, help determine whether campers will return or recommend the camp to others. These same impressions or perceptions affect the reputation of the Camp. A reputation of having an outstanding camping program can take years to gain and a single inappropriate experience to lose. Anyone involved with Camp Nazareth, including campers and staff must not be uncomfortable with their own impressions and reactions to the sexual behavior of others.

We cannot be too careful in the area of sexual abuse. Even the appearance of inappropriate conduct or the filing of a false allegation can cause irreparable damage to the reputation of the accused staff member and Camp Nazareth forever. Therefore, all staff members must be very cautious in order to avoid doing anything that could be interpreted as sexual abuse or sexually inappropriate conduct.

As a result these procedures are read broadly and expansively to protect the interest of the children, campers, counselors, and other staff, both volunteer and paid, clergy and laity. Conduct proscribed here is not all-inclusive. Staff must avoid even the appearance of impropriety.

There are, consequently, certain behaviors that must be mentioned that are prohibited for all Camp Nazareth employees and volunteers during their stay at Camp Nazareth. These include engaging in any physical touching of any kind including but not limited to kissing, petting, caressing, or any other contact or conduct intended for sexual gratification with any other person related in any way to the camp, including but not limited to campers, counselors, employees or volunteers.

Sexual misconduct also includes verbal misconduct. Vulgar, obscene, suggestive or profane talk or behavior is strictly forbidden. Such conduct includes narrative accounts of sexual activities, sexual innuendoes, comments about one’s body or that of another person, discussions of sexual activities or experiences, or obscene jokes.

There are additional behaviors, while not necessarily intended for sexual gratification that are inappropriate due to the appearance of possible impropriety. These include interactions between staff members and other staff members (counselors, maintenance, kitchen staff, etc.) and/or campers such as: massages, hand holding, sitting on laps or full body hugs.

Some general guidelines for counselor behaviors with campers, and other counselors include:

Never touch anyone against the person’s will (verbally or non-verbally expressed) unless it is to prevent an accident.

Appropriate touching, that takes into account the touched one's comfort level, may include pats on the back, touch on the shoulder, hugs of welcome, hello, goodbye, thanks, congratulations (however not full body or excessively long hugs), hand shakes, high fives, arms around shoulders. Appropriate touching can become inappropriate such as excessive tickling, wrestling with or teasing a camper.

Inappropriate touching is any physical contact that violates the touched person's comfort level. It is touch that is given or forced on another person for the primary satisfaction of the actor not the one touched. Touching of the genitals, buttocks or any touching for sexual gratification is always inappropriate and cannot be consensual.

It is inappropriate to share information about your personal sexuality or sex life or to inquire about another person's.

It is inappropriate to show favoritism or to encourage crushes or romantic fantasies that campers may have about you.

Respect the privacy of campers during the times when they are changing clothes or showering.

It is inappropriate to share a bed or sleeping bag with a camper.

It is inappropriate to show signs of affection to other staff in front of the campers. Behavior of the staff should be circumspect around campers so that at no time do they associate any two staff members as a couple. Any and all behavior in a camp setting must allow for perceptions and concerns of others.

All staff must be concerned for the safety and protection of the campers and others at Camp Nazareth. As a result, it is required of all staff that they report any violations or other improprieties even if it involves another staff member. Failure to report an incident or complaint that is made known to a staff member can result in discharge.

If a child confides in a staff member about another camper or staff member, the staff member shall discuss the disclosure personally with the Camp Director, or if that is not possible with the Camp Nurse or Head Counselor only. The staff member should refrain from investigating the complaint independently or from discussing it with other staff.

Any violations of the above guidelines and procedures must be reported at once to the Camp Director and to the Diocesan Chancery. If for any reason one feels unable to report the violation to the Director, the violation may be reported directly to the Diocesan Chancery. All violations will be investigated for both the protection of the child and for the protection of the one alleged to have committed the violation.

The Camp Director, in consultation with the Ruling Hierarch and/or Diocesan Chancery, will contact the appropriate authorities in accordance with relevant state and local law and the parents.

In the event the reported incident involves child or sexual abuse by a staff member, paid or volunteer, the Camp Director will, without exception suspend the person from the camp. The parents or legal guardian of the child(ren) involved will be promptly notified in accordance with the directions of the relevant state or local agency.

In the event the reported incident involves an alleged violation of the guidelines less than that of abuse, the Camp Director will consult with the Diocesan Chancery to determine whether the person should be suspended pending the complete investigation.

Whether the incident or alleged offense takes place on or off camp property, it will be considered camp related.

Reinstatement of the staff person will occur only after all allegations have cleared to the satisfaction of the Diocesan Chancery and the Ruling Hierarch. All camp staff and volunteers must be sensitive to the need for confidentiality in the handling of this information and should only discuss the incident with the Camp Director and/or the Diocesan Chancery.

All full-time and part-time staff, counselors and volunteers, lay and clergy must read and sign this policy.

By signing below, I verify that I have read and fully understand Camp Nazareth's Sexual Misconduct Policy, which is outlined in the Camp Nazareth Staff Manual.

SIGNATURE: _____ DATE: _____

PRINT NAME: _____

WITNESS: _____ DATE: _____