

## 2024 CampOUT! Leadership Application

Hi! 😊

Thank you for responding to this invitation to apply to be a **Cabin Leader**, **Community Mentor** or **Care Team** volunteer for CampOUT!, July 3-July 8, 2024. CampOUT!'s strengths-based, camper-centric programming and camp is only possible because of people like you! ✨

\*Cabin Leader-specific questions are highlighted yellow, Community Mentor-specific questions green, Care Team-specific questions blue

Cabin Leader Applications due February 20

Community Mentor and Care Team Applications due March 1

Please email [campout.director@ubc.ca](mailto:campout.director@ubc.ca) to discuss any accommodations.

This application will take about **1-2 hours to complete**. This includes a [video component](#) for all applicants. Additionally, Community Mentor applicants will be asked to upload a [Workshop Proposal](#) (*this can be emailed later if you wish to complete this application first*). Care Team applicants will be asked to upload a resume and required certifications.

On every page, the form automatically saves, and you can close it and return to it later. To submit this application in the form of a video instead, please [contact us](#).

Any information you provide to us helps our Selections Committee get to know you and how you will complement the leadership team.

**You are welcome to apply for multiple roles** in either one application or separate applications by their respective deadlines.

**If your application is successful**, we'll send you an email with a registration form and waivers by early April (Cabin Leaders) to late April (Community Mentors/Care Team).

**Please review some of the following items** before filling out this application:

- Position Summaries: [Cabin Leader](#) / [Community Mentor](#) / [Care Team](#)
- [Definitions page](#)
- [Sample Schedule and Past Program Guides](#) for an idea of daily camp life and programming

CampOUT! adheres to the BCCDC and [BC Camping Association](#)'s guidelines on communicable diseases and will implement health and safety policies and practices accordingly. We strongly recommend vaccination for all campers and staff and ask all attendees to conduct a COVID-19 rapid test within 48 hours of camp. Anyone with symptoms of illness will be asked to stay home.

**If you have any questions**, please feel free to [send us an email](#) - we are happy to answer them!

Your rights to privacy are protected by the [Freedom of Information and Protection of Privacy Act \(FIPPA\)](#) of British Columbia which means your personal information will only be shared with CampOUT! staff and handled with the strictest confidentiality.

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### What role(s) are you applying for?

- Cabin Leader
- Community Mentor
- Care Team

### What Care Team role are you applying for?

- First Aid Attendant
- Nurse/Doctor
- Child & Youth Mental Health Worker
- Lifeguard

### Were you a leader at CampOUT! in 2023?\*

- Yes
- No

**\*Please contact us for the application for returning leaders.**

### Part 1/6 - Personal Information

In this section, we'll gather some personal information so that we can get in touch with you in a way that meets your needs.

#### Name(s)

- Chosen name(s) \_\_\_\_\_
- Legal first name \_\_\_\_\_
- Legal last name \_\_\_\_\_
- Pronouns (he/him; they/them; she/her; it/its; xe/xem; etc.) \_\_\_\_\_

#### Primary Contact Information

- Email address \_\_\_\_\_
- Re-enter email address \_\_\_\_\_
- Primary phone number \_\_\_\_\_
- Whose phone number is this? \_\_\_\_\_

#### Secondary Contact Information (optional)

- Secondary phone number \_\_\_\_\_
- Whose phone number is this? \_\_\_\_\_

#### Please select the phone number(s) CampOUT! can leave a voicemail at.

- Primary phone number
- Secondary phone number

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CampOUT! will contact you in the following order of contact methods: email, phone call to primary phone number, phone call to secondary phone number, text to primary phone number, and text to secondary phone number. Please let us know if you prefer a different order.

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### Address

Name to use for door-to-door mail

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PO Box Number (if applicable)

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Unit Number (if applicable)

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Street Address \_\_\_\_\_

City \_\_\_\_\_

Province \_\_\_\_\_

Country \_\_\_\_\_

Postal Code \_\_\_\_\_

### How would you describe where you live?

Urban

Suburban

Rural

Other \_\_\_\_\_

### What is your geographical region?

Fraser Valley

Interior

Metro Vancouver

Northern BC

Vancouver

Vancouver Island / Gulf Islands / Central Coast

Yukon

Other \_\_\_\_\_

Have you ever lived somewhere other than your current region? If yes, where?

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What is your date of birth? (MM/DD/YYYY)

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How old will you be on July 3, 2024?

*Leaders must be 19+ by this date. If you will be 18 or under, please consider applying as a camper.*

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### **Part 2/6 - Identity**

We recognize that throughout our lives, our identities may shift and change. For the next section, use words that best describe your identities at this time! We also understand that the language we use to describe our identities can be incredibly complex. For some questions, we've offered a few terms in case they resonate with you, but you're always welcome to self-describe!

If any words in the following questions are new to you, you can check out our [Definitions page](#) or take a look at QMUNITY's [Queer Glossary](#).

**Which of the following best describe your race? (Please select all that apply and feel free to specify and/or add your own language in the bottom option)**

- Black \_\_\_\_\_
- East Asian \_\_\_\_\_
- Indigenous\* \_\_\_\_\_
- Latinx/a/o \_\_\_\_\_
- Middle Eastern \_\_\_\_\_
- South Asian \_\_\_\_\_
- Southeast Asian \_\_\_\_\_
- White \_\_\_\_\_
- I don't know
- Prefer not to say
- Self-describe: \_\_\_\_\_

**\*Which Indigenous identity/identities best describe you?**

- First Nations
  - Inuit
  - Metis
  - Prefer not to say
  - Prefer to self-describe (please specify)
- 

**\*Are you Two-Spirit?**

- Yes
- Maybe
- No

**Are there any other words you use to describe your racial identity, ethnicity or ancestry that you'd like to share with us?**

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**How do you describe your gender identity? (Please select all that apply and/or add your own language in the bottom option)**

- Agender
- Cisgender
- Genderqueer
- Man
- Nonbinary
- Questioning
- Transgender
- Woman
- I don't know
- Prefer not to say
- Self-describe: \_\_\_\_\_

**How might you describe your sexual orientation? (Please select all that apply and/or include your own language in the bottom option)**

- Asexual
- Bisexual
- Demisexual
- Gay
- Greysexual
- Lesbian
- Pansexual
- Queer
- Questioning
- Straight
- I don't know
- Prefer not to say
- Self-describe: \_\_\_\_\_

**How might you describe your romantic orientation? (Please select all that apply and/or include your own language in the bottom option)**

- Aromantic
- Biromantic
- Demiromantic
- Greyromantic
- Heteroromantic
- Homoromantic
- Panromantic
- Questioning
- I don't know
- Prefer not to say
- Self-describe: \_\_\_\_\_

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Are there any other identities that you would like to share?

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### **Part 3/6 - Accessibility and Camp Experience**

In this section, we'll confirm your ability to commit to camp and collect some information about your access needs. If necessary, we will follow up to explore options. You can also contact us directly if your needs are not yet met: [campout.director@ubc.ca](mailto:campout.director@ubc.ca).

**Can you commit to a Leadership Training on Gambier Island from May 17-20? (Arrival and departure in Horseshoe Bay, West Vancouver. Exact times to be confirmed in April)**

- Yes
- No

**Can you commit to a Leadership Team Orientation from June 8-9 in Vancouver? (Please note: the dates in our original email were incorrect. The above dates are when our all leadership team orientation will occur.)**

- Yes
- No

**Can you commit to being at camp from July 3 at 9am to July 8th at 5pm? (Arrival and departure in Horseshoe Bay)**

- Yes
- No

Will you be applying for [travel reimbursements](#) (to be repaid) for your transportation needs for training or camp?

*Please know that responding "Yes" will not impact your application.*

- Yes
- No

**Please outline any accessibility needs (physical or otherwise) that would be helpful for us to know in planning Leadership Training/Orientation and Camp.**

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### **Part 4/6: Your Personal, Community & Work Experience Highlights**

Care Team: A resume is required (upload below)

Cabin Leaders and Community Mentors: A resume is optional

If you do not upload a resume, please highlight your personal, community and work experiences.

If you do upload a resume, feel free to use the questions to supplement your resume as you see fit! CampOUT! values conventional and unconventional approaches to learning, education, work, and understandings of 'leadership.' If copying and pasting from your resume, please paste as plain text.

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1. Please list the names of any relevant certifications/trainings/community workshops you've completed and the dates you completed them.
2. Have you worked with 2SLGBTQIA+ youth? Share your experience and describe your role and responsibilities. Include dates and city/locations of these experiences. (up to 70 words suggested)
3. What informal and formal leadership roles or experiences have you had? (up to 70 words suggested)
4. Outline your volunteer, community involvement, and work experiences.
5. List other resume highlights or life experiences you'd like to include. You're welcome to think outside the box!

### Document Upload - Resume

Attention: Once a file is uploaded, it cannot be removed. However, it can always be replaced with a different file. If you prefer, feel free to email your documents to [campout.assistant@ubc.ca](mailto:campout.assistant@ubc.ca) instead.

**Document Upload - Please upload any required and/or relevant certifications (ie. BC Nursing, First Aid, NLS, etc.).**

### Part 5/6 - Reflection

These questions were identified by past leaders as important to success at Camp. Regardless of how much you choose to share, please take your time reading and reflecting on how these questions relate to your ability to support campers and show up in a good way. The fuller (yet concise) your answers are, the better we can understand how you might see your role at camp. You are welcome to take a casual/conversational approach here - perfection is not the goal! Please take your time, listen to your own boundaries, and remember that your application will auto-save and you can return to it later. Full sentences are not required. Short answers (up to 100 words) are welcomed. Have fun with this - there are no right answers!

### Video Component

**We invite you to introduce yourself and answer the first three questions via a short video.** Brief videos (3 - 5 minutes max) can be uploaded directly to this application. If you have any trouble, please [contact us](#). If you choose not to upload a video, please answer all 3 questions below.

**Attention:** *Once a file is uploaded, it cannot be removed. However, it can always be replaced with a different file. If you prefer, feel free to email your video to [campout.assistant@ubc.ca](mailto:campout.assistant@ubc.ca) instead.*

1. Why do you want to be a leader at CampOUT!? What will you bring to CampOUT! personally and/or professionally, and what are you hoping to take away?
2. What does "intersectional social justice" mean to you? Why does it matter?
3. CampOUT! values various approaches to "leadership." We can be leaders in small and big ways with our families, peers, communities and even ourselves! What does leadership mean to you? How would you like to practice leadership at camp and in your home community?

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Please select 3 of the following 5 questions to answer. Reminder: short answers are welcomed.

1. How do you see yourself participating based on your strengths, skills, passions, identities, and personal experiences? What's your "super power"?
2. Communication and collaboration are hard work! Briefly share a time when you had to overcome a challenging teamwork situation and how this experience influences how you navigate interpersonal conflict. What skills did you use to effectively navigate team conflict while working together towards a common goal?
3. Campers come from diverse backgrounds. Many come from small towns and may or may not have struggled with their identities or had support. What personal life experience can you draw upon to support these diverse campers?
4. How might you create opportunities for campers to have fun at camp?
5. In order for all campers to have a positive camp experience, leaders are expected to support campers by intervening and challenging discriminatory behaviour from campers and leaders. What life experience can you draw upon to do this?

### Cabin Leader

Please answer 1-2 of the following questions. Reminder: short answers are welcomed.

1. What icebreaker might you lead with your cabin on the first day of camp?
2. Recognizing these diverse camper experiences, how would you foster an inclusive cabin experience for everyone?
3. Participating in a 'camp' experience can bring up a variety of feelings. It may remind folks of past fun or not-so-fun camp experiences. It may feel amazing and euphorically inclusive but also challenging and triggering at times. What strategies will you use to keep focused on supporting campers when challenging situations arise?

### Community Mentor / Care Team

Please answer the first question and 1-2 of the following questions. Reminder: short answers are welcomed.

Community Mentors are expected to participate in camp in a programming capacity (eg. facilitating and attending workshops), and the Care Team are expected to participate in their role-specific capacity. Participation is also expected in a more general capacity (e.g. participating as fully as possible, being available to help out and listen, and supporting spontaneous informal activities).

1. What name/title and responsibilities would you give yourself to communicate your ideal role at camp?
2. If your dream role had a vision or mission statement, what would it be? What support would you need to bring this vision to life?
3. CampOUT! creates schedules and programs that center the camper and Cabin Leader experiences. How do you see yourself balancing your own personal needs with those of the campers and Cabin Leaders?
4. Two Cabin Leaders stay in each cabin with ten campers. Community Mentors and the Care Team stay in a separate building but are the key Cabin Leader support people. List concrete ways you could support Cabin Leaders each day.



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### CM/CT Affinity Groups

Every year we work on weaving [intersectionality](#) and solidarity into camp. Specifically, we are committed to creating spaces to explore the intersection of race with gender and sexuality. At camp, there is typically a BIMPOC (Black, Indigenous, Mixed race, & People of Colour) affinity group, an Indigenous affinity group, and an anti-racism allyship group for white folks. An affinity group is a space where people come together to share experiences and stories based around a shared identity. We invite Community Mentors and Care Team staff to collaboratively lead one of these groups based on their racial identities.

**Indigenous / BIMPOC affinity groups:** Would you be interested in collaboratively planning, facilitating, and debriefing an Indigenous or BIMPOC affinity group? If yes, what are your hopes for the space, and how would you like to contribute? If not, we invite you to share why.

Yes, an Indigenous affinity group

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Yes, a QTBIPOC affinity group

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No \_\_\_\_\_

**White settler / immigrant affinity group:** Would you be interested in working with other white leaders to collaboratively plan, facilitate, and debrief a workshop focusing on anti-racism and white privilege for white participants? If yes, what are your hopes for the space, and how would you like to contribute? If not, we invite you to share why.

Yes \_\_\_\_\_

No \_\_\_\_\_

**Have you ever collaboratively planned, facilitated and/or debriefed an affinity group before? If so, please share your experience with us. What were some of the challenges in creating this space? What were some of the benefits? What have you learned from those previous experiences, and what would you do similarly or differently? What support would you need to do this again? (Max 100 words)**

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### Community Mentor - Workshop Information

Please share some details about your proposed workshop/s and upload your [Request for Proposal](#) form.

**Workshop Title/s**

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### Stream(s) of Programming

Leadership & Allyship

Campy Arts

Wellness

Outdoorsy/Land-based

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### Supplies Needed

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### Workshop 'Blurb' for the camper program guide

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**Workshop Proposal** - Please upload your activity or [workshop proposal](#) (including a detailed session outline) here.

If you are completing this application before the Request for Proposal form, please email your Request for Proposal to [campout.assistant@ubc.ca](mailto:campout.assistant@ubc.ca) by March 1.

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### **Part 6/6 – References**

Please provide information for two (2) references that can vouch for your leadership abilities!

#### **Reference 1**

- o Name (first and last) \_\_\_\_\_
- o Phone \_\_\_\_\_
- o Email \_\_\_\_\_
- o Relationship to you \_\_\_\_\_

#### **Reference 2**

- o Name (first and last) \_\_\_\_\_
- o Phone \_\_\_\_\_
- o Email \_\_\_\_\_
- o Relationship to you \_\_\_\_\_

### **Acknowledgements**

Almost there! All that's left is a few quick acknowledgements before submitting! YOU WILL ONLY BE ABLE TO SUBMIT THE FORM IF YOU REVIEW AND CHECK THE FOLLOWING:

#### **By submitting this form I acknowledge that...**

- I have read and understood the Position Summary and meet all requirements for this position.
- I have read and understood the [Protection of Privacy statement and Community Agreement](#).
- I have uploaded any relevant certifications to this application (or emailed them to [campout.director@ubc.ca](mailto:campout.director@ubc.ca)) as required.

#### **Would you like a copy of your response sent to the email address you provided earlier?**

- o Yes
- o No

## **2024 CampOUT! Leadership Application**

**Is there anything else you'd like to share with us?**

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