Dear Applicant,

Serving on summer staff at CrossRoads Camp and Conference Center is a challenging and rewarding experience. You will live in Christian community, influence the lives of campers, and grow in your faith as you share God’s love with every person who visits the mountain.

CrossRoads exists to cultivate space for people to experience God. This mission is at the center of our summer camp programming, and each activity is designed to help campers grow in their love and understanding of following Jesus. Serving on summer staff means long, tiring days but the effort is worth it as we see campers build friendships, and experience meaningful God moments.

As CrossRoads prays for the 2024 staff team, we are searching for staff who love Jesus Christ and desire to follow him with their whole life. This does not mean we seek perfect Christians (we’ve never met one), but we do seek Jesus followers who will commit their best efforts towards emulating Christ’s example of loving others by demonstrating grace, pursuing healthy conflict resolution, cultivating a culture of encouragement and thoughtfulness, and investing their energy and giftedness to the camp program.

Please read the following information carefully and reach out to us if you have any specific questions regarding what it looks like to serve on summer staff at CrossRoads. Summer camp and retreat ministry is unique in its rhythms but powerful in its impact. Thank you for your interest in joining our team! We are praying for our future staff, as you pray about where God might be leading you this summer.

Grace and Peace,

The CrossRoads Team

**Important Dates:**

January 2024: Interviews begin

February 2024: Contracts begin going out

Spring 2024 TBD: Operator training for high ropes, giant swing, pamper pole for available staffers 18+

June 2: Staff move in between 3-5 pm, orientation begins.

June 3-7: Staff training

June 10-12: Prepare camp, wrap up staff training.

June 13-15: CrossRoads Adventure Days I

June 17-22: Classic Camp – Girls Week

June 24-29: Classic Camp – Coed I

July 1-5: Youth Week

July 8-13: Classic Camp – Coed II

July 15-19: Church Group Week

July 21-August 18: Host & Hospitality Ministry\*

\*Staff are encouraged to consider staying to help but dates not required for employment.

**Dates of Employment:**

June 2 through July 20, 2024, with option to extend until August 18.

All staffers are required to attend staff training. The only exception is for high school students who are still in school on those dates. Depending on the number of staffers whose training dates are affected by their school schedule, an alternative training may be offered over a weekend prior to camp.

During the camp week staffers are expected to remain on the property full time. Generally, staffers will be off from approx. 5:30 pm on closing day of camp – 10 am on Monday during CrossRoads programmed camps. There may be some exceptions which will be noted prior to staff training.

Staff compensation is room and board, plus a stipend beginning at $140/week, as well as the opportunity to apply for additional scholarship funds. Staffers will be paid every other Friday by direct deposit. Priority will be given to applicants who can work all dates of the CrossRoads program.

**Positions:**

Program staff: the function of program staff is to minister directly to campers by leading scheduled elements and activities within the camp program and building relationships with campers. Responsibilities of the program may include leading Bible study, elements of worship, sports and games, arts and crafts, adventure recreation, etc. Most program staff will serve as cabin counselors during classic camp weeks. Must by 17 by June 1, 2024.

Support staff: the function of support staff is to minister indirectly with campers by serving in “behind the scenes” tasks which allow the camp program to run efficiently and effectively. Potential support staff duties include dish pit, trash runs, recreation setup, water station detail, and groundskeeping. Support staff can train and be scheduled to operate adventure elements such as high ropes, pamper pole, giant swing, and mountaineering components. Support staff must be 16 by June 1, 2024.

Lifeguard: Both support staff and program staff can be lifeguards in addition to other roles. Lifeguards must be certified through an accredited program. CrossRoads will either pay for lifeguard certification, or if already certified will be paid an additional weekly stipend. Lifeguards must be 16 by June 1, 2024.

Food Service staff: CrossRoads is looking for several staffers to work daily shifts in food service. Training is provided on site, and food service staff will be eligible to serve in other areas of camp life as schedule permits. Food service staff must be 16 by June 1, 2024.

**2024 New Summer staff Application**

**General Information:**

Full Legal Name: Preferred Name:

Phone Number: Email:

Permanent address:

Birthday: Gender: Female Male

**Employment:** Please list the two most recent or relevant positions held

|  |  |  |  |
| --- | --- | --- | --- |
| Employer | Town, State | Position | Dates |
|  |  |  |  |
|  |  |  |  |

**Education:** Please list the two most recent or relevant schools attended

|  |  |  |
| --- | --- | --- |
| School | Degree | Graduation Date |
|  |  |  |
|  |  |  |

**Extracurricular Involvement:** Please list any school or community organizations where you are involved

Organizations:

**Ministry Involvement:** Please share the church/ministry where you are currently most involved

Church/Ministry: Town, State:

Areas of involvement:

**Camp Experience:**

Have you previously worked at a camp?  Yes No Camp name:

Were you an LIT at CrossRoads? ☐ Yes ☐No List years:

Have you ever been a camper? ☐ Yes ☐No Camp name:

**Positions of interest:** Check all that apply

Program staff Support staff Lifeguard Food Service Staff

I will be 18 by April 30, 2024 and am interested in high ropes, giant swing, and pamper pole training

Please list and explain any dates unable to work : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Skills and Interest:** Please mark each activity based on the following scale

0 – uninterested 1 – interested but inexperienced 2 - some experience 3 – Able to lead

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 |  | 0 | 1 | 2 | 3 |  | 0 | 1 | 2 | 3 |
| Hiking |  |  |  |  | Backpacking |  |  |  |  | Climbing/Rappelling |  |  |  |  |
| Art |  |  |  |  | Crafts |  |  |  |  | Drama/Skits |  |  |  |  |
| Bible Study |  |  |  |  | Swimming |  |  |  |  | Public speaking |  |  |  |  |
| Nature Study |  |  |  |  | Sports |  |  |  |  | Starting conversations |  |  |  |  |
| Tech/AV |  |  |  |  | Teaching |  |  |  |  | Musical Instrument |  |  |  |  |
| Archery |  |  |  |  | Dance |  |  |  |  | Games/teambuilding |  |  |  |  |
| Organizing |  |  |  |  | Singing |  |  |  |  | Working with children |  |  |  |  |

Please share any areas of skill or interest that are unlisted:

Please list any current certifications with expiration date:

Please list any musical instruments played:

**References**: Provide the name and contact information for two adults (non-related) who have knowledge of your character, experience, work habits, and abilities. One should be a pastor or ministry leader and one should be a teacher, employer, or coach.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Name | Email | Phone |
| Ministry Leader: |  |  |  |
| Professional: |  |  |  |

**Personal statements:** Thoughtfully answer the following questions (may submit separate document).

1. Who is Jesus to you?

2. Describe your faith journey in this season.

3. Why do you want to work at CrossRoads?

4. What personality traits are important when serving in ministry?

5. What is a personal strength you can bring to the CrossRoads team?

6. What is an area of growth for?

7. Share your philosophy on working with children.

8. Describe servant leadership and explain why it is important.

9. What guidelines do you think are important when living and working closely with others?

By signing below, I certify that all information in this application is accurate. I authorize CrossRoads Camp and Conference Center to obtain information from employers, references, organizations, and ministries herein that may know my eligibility for employment.

If hired, I understand that I am required to submit a criminal background check with the Woman’s Missionary Union of Virginia in keeping with CrossRoads operating procedures.

I understand this application is not a contract for employment.

Signature Date