



## Summer Staff at Caraway Conference Center & Camps

Thank you for your interest in potentially serving as summer staff at Caraway Conference Center & Camps. 2022 is our 60th summer of camps at Caraway and the 54th summer of camps at Mundo Vista. Our staff make the difference in our programs!

### Who are we?

Caraway Conference Center and Camps are owned and operated by The Baptist State Convention of NC (BSCNC). We are located in the beautiful Uwharrie Mountains of central NC about 7 miles west of Asheboro. Our mission is to provide each guest with comfortable facilities, gracious hospitality, quality programs, and friendly service in a Christ-like manner. Staff and campers need not be Baptists to participate. We offer a year-round Conference Center for adults, a year-round camp rental retreat center at Camp Caraway, and at Camp Mundo Vista (Mundo Vista is located across the road from Caraway's main gate). In the summer we program our summer camps in addition to hosting some rental groups that do their own programming.

### Summer Camp Programs

We use fun to accomplish our 4 core values:

- Growing Faith-We want people to know how much Jesus loves them! Campers will hear the truth from God's word daily through teaching and experientially through relationships and fun daily programs.
- Developing relationships- Our program is all about relationships! Camp staff help campers feel at home and help plug them into our community with other campers and staff.
- Building skills- We use every activity, whether a recreation, worship service, or missions time, to teach and equip campers with Biblical truth for daily living.
- Serving others- All Christ-followers are missionaries! Our daily interactive missions time with a missionary will help campers understand what missions is and how we can be missionaries where we live, work, and play.

Our summer camp programs are:

- Children's Church Camp at Caraway (for churches with groups of children completed 1<sup>st</sup>-6<sup>th</sup> grade and their adult chaperones)
- Day Camp at Mundo Vista (for boys and girls who have completed 1<sup>st</sup>-6<sup>th</sup> grade). This program is one week in the summer. Parents drop off kids in morning and pick up kids in afternoon.
- Warrior Camp for Boys at Caraway is one week (completed grade 3-age 17). Boys attend by themselves or with a small group of friends.
- Horizons Camp for Girls at Mundo Vista is one week (completed grade 3-age 17). Girls attend by themselves or with a small group of friends
- Parent-Child Retreat (for any parents and any children in 1<sup>st</sup>-8<sup>th</sup> grade). Lodging is in private hotel rooms at our Conference Center.
- Father-Son Retreat (for adult male mentors and boys in rising grades 1-8)
- Mother-Daughter retreat (for moms and daughters in rising grades 1-8).



## **Diverse Staff**

Our summer staff have a variety of gifts, talents, experiences, and backgrounds to create a well-rounded team. We need dedicated team members who love Jesus, people, and the outdoors. Summer staff should be mature, responsible, have a work ethic with references that can support this. We need summer staff candidates gifted or experienced in leadership, teaching, leading worship, playing musical instruments, drama, photography, videography, media, sports, adventure recreation, lifeguarding, outdoor living, crafts, cooking, and more. Job descriptions will be provided at the interview or can be requested.

## **Positions**

Official job descriptions will be given to you. Please read them thoroughly before you make a decision.

*Summer Camp Counselors* - males and females must be at least age 18 and have completed one year in college. These staff run all camp programs at Caraway and Mundo Vista which may include worship team, drama, assisting campers and guests, facilitating recreation, skill class instructors, lifeguarding, assisting lifeguards, light maintenance, some housekeeping, store operations, audio/visual, and other summer camp operation needs. During boys camp and girls camp, most males will be a camp counselor in a cabin with boys and most ladies will be a camp counselor in a cabin with girls.

Depending on numbers and program needs, most weeks the summer camp counselors will be placed into different teams, such as camp counseling, recreation, and support. Most staff will rotate through these different teams throughout the summer as needed.

*Seasonal hourly lifeguards*- Minimum age 18 preferred. Locals will commute to lifeguard at The Caraway pool, lake, and the Mundo Vista pool. May include cleaning, light maintenance, and lifeguarding as scheduled at each facility. Typical hours are 20-30 hours per week.

*Male and Female Staff Coordinators*- One male, one female that will be servant leaders to the summer staff through mentoring and supporting staff, leading staff devotions, staff outings, camper care, and assisting the Directors in managing program operations. These two will intentionally help staff develop spiritually under the vision of the Children's Program Director. It is preferred that these 2 staff be at least age 21 with at least 2 summers of Christian camp experience.

*Summer Recreation Coordinator*- Male or female college student with knowledge and experience in outdoor recreation and preferably with at least 2 summers of a camp experience. Responsible for recreation equipment, recreation facilities, set up, break down, upkeep, recreation documentation, and communication about all summer camp recreation at both Camp Caraway and Camp Mundo Vista under the direct supervision of the full-time Program Directors.

*Summer Worship Team Leader*- Male or female college student with experience in leading worship through music. Will be responsible to lead our worship team, facilitate all aspects of worship preparation, and assist in other aspects of the program as needed. It is preferred that this person be at least age 21 with at least 2 summers of Christian camp experience.



*Videographer/Photographer-* Two college-age students, male or female with vast experience in video production, photography, audiovisual and other media. They make camp videos to show at the end of each session and post photos/videos daily on social media.

*Timothy Program Coordinators-* One male, one female that will be servant leaders to the Timothy Program which is our high school leadership program. These two will intentionally develop select high school participants spiritually and in skills under the vision of the Children's Program Director. It is preferred that these 2 staff be at least age 21 with at least 2 summers of Christian camp experience.

### **Employment Details**

Employment will begin in late May through Mid-August. Specific arrival and departure times will be announced. Some special training for certain staff will begin earlier. Lodging and most meals are provided throughout the summer. Pay starts at \$225 per week depending on experience. Those staff who have significant experience or needed certifications, such as lifeguarding or ropes course training will be paid more.

About half of the weekends are free for you to be off work except during training and when you are scheduled to work during weekend recreation or camps. There will be opportunities for some staff to stay longer in August to work with retreat rental groups and recreation. **Time off requests must be approved by the Children's Program Director before the applicant signs their Hiring Agreement form.** Staff are expected to work each week with the exception of pre-approved absences such as college visits or family weddings, etc.

Camp is fun and challenging and requires young adults that are committed to being mature Christ-followers. If you are called to serve at Caraway Conference Center & Camps you will play hard, and you will be expected to work hard. This job is not for the lazy or faint of heart.

### **Faith & Belief**

Staff need not be Baptist to serve here but must understand what we believe and must agree on basic theology. Read the BSCNC beliefs here: <http://www.ncbaptist.org/index.php?id=72>. We will discuss this in the interview.

### **Training & Safety**

Caraway makes risk management our top priority. Our staff orientation and training is around two weeks long and will purposefully prepare you to do the jobs that you will be asked to do. The training may include camp culture, expectations, philosophies, evangelism, discipleship, camp programs, recreation facilitation, team building & processing, lifeguarding, American Red Cross CPR- First Aid, Emergency Action Plans, and more.

### **Appearance**

In an effort to "offend the least" and "win the most", we expect staff to intentionally dress modestly and conservatively. Visible tattoos must be approved by the program director or they must be covered. Skintight clothes such as yoga pants or leggings must have another clothing item covering the bottom at a modest length. Bathing suits must be modest one-piece suits that cover the bottom. If there are any questions about this, please ask.



### **Summer Staff Nick Names**

We have a fun tradition of each summer staff having a nickname. This nickname is based on a memorable experience or a fun characteristic of the staff. Staff will help choose their name from recommendations of returning staff. This name is for fun and also allows the staff to not to use their real name in front of campers if they choose.

### **What to bring**

After you are hired you will receive more information with expectations including a packing list. Caraway is not responsible for your personal belongings. Cell phones and electronics may only be used when off duty or on a break. We will give you contacts for your family and friends to reach out to while you are away from your phone if there is an emergency or urgent message to deliver to you. Drugs, alcohol, tobacco products, and weapons are strictly prohibited.

### **Staff Relationships**

Our leadership team will facilitate small group discipleship times, and several fun group activities for staff throughout the summer (some are required while some are optional) to create healthy bonding with staff. Staff should never be alone with the opposite sex outside of required work tasks. New dating with another staff member is not allowed while employed. If you are currently dating someone else who applies, you must make the program director aware before or during the interview.

### **To apply**

To apply online go to [www.campcaraway.org](http://www.campcaraway.org) and click on [staff](#). After reading the information, click on the apply now link to apply online. You must complete this application in one sitting. Please have reference emails ready.

Your references should automatically receive a reference form via e-mail when you submit your application; please follow up with your references to ensure they received this form.

After your application is submitted, we will contact you to schedule an interview. A background check form is required when you interview (we will email this to you).

Applications are open until all positions are filled.

### **Important Dates**

Interviews: Your interview will be scheduled with Corrie Lindsay after your application has been completed.

Pre-Camp Staff Weekend: TBD, not required but highly encouraged.

### **More Information**

Mark Moore, Camp Caraway Children's Program Director  
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