



Bringing people together in Christ so lives are changed and communities enhanced.

Summer Camp Jobs

Welcome to Crossways!

Crossways is an outdoor ministry affiliated with the Evangelical Lutheran Church in America (ELCA).

-Imago Dei Village-
Between Clintonville and Shawano, WI
715-823-2902

Mike Henning, Director
mike@crosswayscamps.org

Dara Stull, Program Director
dara@crosswayscamps.org

-Pine Lake Camp-
South of Waupaca, WI
715-258-3813

erika page, Director
erika@crosswayscamps.org

Dana Isaacson, Program Dir.
dana@crosswayscamps.org

-Waypost-
Southeast of Wausau, WI
715-454-6487

Sara Damrow, Director
sara@crosswayscamps.org

-Corporate Office-
Appleton, WI
920-882-0023
info@crosswayscamps.org

Christians from any denomination are welcome to apply.

Is God calling you for service?

Is God tugging at you to do something worthwhile this summer... something that will make a huge impact on the lives of youth and adult?

Serving in ministry at camp is a fantastic blend of wholesome fun, hard work and the chance to make a difference in the lives of young people. Camp staff lead Bible studies and act as positive role models. Staff leave camp enriched by their experience and changed by living in community with other Christians.

Minister to youth and adults, play in God's creation, develop lifelong friendships, gain valuable life skills and grow in your personal faith. Spend the summer in the great outdoors, sharing God's unconditional love.



We're looking for individuals who...

- Possess a wide variety of gifts and skills
- Profess Christian faith
- Work well in a team environment
- Love working with people of all ages

You must be 18 years old by June 1st to apply for a residential position.

Individuals hired for waterfront, health and adventure positions must hold appropriate certifications.

Applying at Crossways

We invite you to prayerfully consider your call to serve at one of the camps of Crossways. It will be a blessed experience full of personal growth and lifelong memories. Please complete the following steps.

1. **Application**— Submit your application to the Appleton office ASAP.
2. **Reference Forms**—Send copies of the reference form to persons who know you and your abilities well (employers, your pastor, teachers, etc.) It's a good idea to give each reference a self addressed envelope so they can send the form directly to us in a timely manner.
3. **Interview**— We complete most of our interviews from January through March and conduct in-person interviews whenever possible. We attend camp fairs at various colleges in the Midwest and are able to set up interviews with you when we are at your school. See our website to see when we'll be at a location near you and contact us to set up an interview. Feel free to contact the camp you indicated as your first preference directly if you have questions about your application or process.
4. **Background Check**—If Crossways offers you a position, we will conduct a background check. You'll receive a form with your contract.

Return your application as soon as possible. Positions fill quickly!

Visit www.CrosswaysCamps.org for more information.

“They pay me for this?”

Crossways pays a competitive salary of \$215 per week (2012 summer rate) for camp counselors, kitchen assistant and maintenance assistants. Leadership positions receive an additional amount per week. It may not seem like a lot at first, but once you consider the FREE (that’s right, free!) lodging for the summer, the great camp meals, the unbelievable amount of fun that you will have with your campers and peers, and the faith building that will happen, we think you’ll find the whole experience priceless!



Job Descriptions

Camp Counselors

Camp Counselors live on-site for the summer and mentor to a new cabin each week of 7-9 campers. The role of camp counselor may be the most rewarding in camp. Cabin counselors become the friend, mentor, teacher, and parent to the youth entrusted to their care. Daily responsibilities include group building, planning and leading activities like Bible study, field games, and nature hikes; leading the cabin on campouts and cookouts over a campfire. After the day is done, there is time for important conversations and for deepening relationships. *Positions: Waypost, Pine Lake Camp, Imago Dei Village*

Leadership and Support Positions

Program Assistants work with the Program Director to implement the summer program, coordinate schedules, and support the needs of counselors. These individuals must display maturity in leadership and have significant experience in camping ministry. *Positions at: Waypost (2), Pine Lake Camp (1), Imago Dei Village (2)*

Health Coordinators care for the health/safety of the camp community, monitor the Health Center and health records and provide loving care to homesick campers. One of the following certifications required: Red Cross Responding to Emergencies, First Responder, EMT, or RN. *Positions at: Waypost, Pine Lake Camp Imago Dei Village*

Adventure Coordinators serve as leaders for Junior and Senior High Adventure programs and should enjoy teaching and be skilled in one or more of the following areas: biking, backpacking, rock-climbing, etc. First Responder and age 21+ preferred. *Positions at: Waypost, Imago Dei Village*

Waterfront Coordinators supervise all waterfront activities ie. swimming, canoeing, boating, etc. and ensure waterfront safety policies and procedures are followed. They also assist in other leadership roles in program areas. *Positions at: Waypost, Pine Lake Camp, Imago Dei Village*

Day Camp Coordinators set up and supervise week-long Day Camp programs in congregations around the state. They lead a team of camp counselors and work in partnership with the congregational coordinator. Individuals must be 21+ with a clean driving record. *Positions at: Pine Lake Camp*

Naturalists assist in developing and implementing environmental appreciating programs for a variety of age groups. Individuals also monitor camp-out gear and assist in instructing staff and campers in its proper use. Background in nature/environmental studies preferred. First Aid and CPR required. *Positions at: Waypost, Pine Lake Camp, Imago Dei Village*

Kitchen Assistants help out in the kitchen with food preparation and serving and spend time in program areas if desired. Residential and non-residential positions available. *Positions at: Waypost, Pine Lake Camp, Imago Dei Village*

Maintenance Assistants serve God at camp while cleaning and fixing up camp facilities and can spend time in program too. Residential and non-residential positions available. *Positions at: Waypost, Pine Lake Camp, Imago Dei Village*

Lifeguard certified? Get paid an extra \$10/week OR we’ll pay for part of your certification.

Camp is still a very big part of who I am... “I was back at college after a summer of working at camp and I was leading a meeting with a bunch of college kids. I was trying to get everyone’s attention to start the meeting and without thinking, I raised my hand. I got a lot of awkward stares to which I said “Sorry guys, I worked at camp.” One person laughed back knowing what I meant...she had her hand up too. How great is that? **Camp is still a very big part of who I am... I wake up with camp songs in my head, treat college kids like campers, and still play name games. That place is amazing!!!**”