Summer Staff

INFORMATION

Thank you for your interest in serving as summer staff at Caraway Conference Center & Camps. This year will be the 64th summer of camps at Caraway. We have a rich tradition of having a dedicated and gifted summer staff, and their impact on the lives of our campers is one of the most important aspects of our programs.

Who Are We?

Caraway Conference Center and Camps is owned and operated by NC Baptist. We are located in the beautiful Uwharrie Mountains of central NC about 7 miles west of Asheboro. Our mission is to be a a place that feels like home, where people experience God and leave transformed

We offer a year-round Conference Center for adults, a year-round camp and rental retreat center at our camp properties. In addition to hosting rental groups, we organize and run a variety of programs, including Children's Camp, Boys and Girls Camp, and Family Retreats.

Core Values

1. Growing Faith in Christ: We want people to know how much Jesus loves them! Campers will hear the truth from God's word daily through Biblical and experiential teachings during our programs.
2. Developing Healthy Relationships: Our program experience is greatly based on relationships. Our camp staff help campers feel at home and help plug them into our community with other campers and staff.
3. Learning Life Skills: From recreation to worship, we teach and equip campers with Biblical truth for daily living.
4. Serving others: All Christ-followers are missionaries! Our daily interactive missions time featuring a missionary will help campers learn how we can be missionaries where we live, work, and play.

Our Summer Programs

- Children's Camp at Caraway (for church children's groups in completed 1st -6th grade and their adult chaperones)
- Warrior Camp for Boys at Caraway (completed grade 3-age 17) attend by themselves or with a small group of friends
- Horizons Camp for Girls at Mundo Vista (completed grade 3-age 17) attend by themselves or with a small group of friends
- Father-Son Retreat at Caraway (for dads or adult male mentors and boys in rising grades 1-8)
- Mother-Daughter retreat at Mundo Vista (for moms and daughters in rising grades 1-8).
- Grand Camp at Caraway Conference Center (for grandparents and their grand children ages 6-12)

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 having fun in the outdoors.

Summer staff should be mature, responsible, and have a strong work ethic. Your references should support this.

We need summer staff candidates 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 are available upon request.

Summer Staff Nicknames

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.

"We need dedicated team members who love Jesus, people, and having fun in the outdoors"

Training and 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 (if applicable), American Red Cross CPR- First Aid, Emergency Action Plans, and more.

Positions

Please ask questions after reading the below information.

Camp Counselor and Recreation Facilitator - Males and females must be at least age 18 and preferably one year out of high school. These staff run all camp programs at Caraway and Mundo Vista, worship, drama, assist campers and guests, recreation facilitators, skill class instructors, and summer camp operations. 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. Serving the program will be primary and assisting with recreation and lifeguarding is a secondary role. This position lives on site the entire summer.

Counselor Assistant- Counselor Assistants are 16-to-18-year-old men and women who provide vital hands-on support to our primary college-aged camp counselor staff. In this role, you will act as a co-leader and assistant, working directly alongside college-aged counselors to ensure smooth daily camp operations and mentoring campers during recreation, skill classes, dining hall work, and supporting church groups. Previous experience serving in a like minded Christian camp or attendance in our Timothy Program is required.

Seasonal Hourly Lifeguard- Males and females who are at least age 16 and must have previous job experience. Lifeguarding and cleaning the pool is the primary role and assisting the program when requested will be secondary. These must be local commuters.

Support & Facilities- Support the program and operations of both campuses through logistics, setups, cleanups, lawn care, maintaining water coolers, assisting maintenance, running errands, driving our wagon, and more. Preferred that these staff be at least age 21 to drive our vehicles. Must have general knowledge of basic tools with a valid driver's license.

Worship Team Leader- Male or female college or seminary 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.

Videographer/Photographer- Two college aged males or females with vast experience in video production and photography. They create videos to share with campers at the end of each camp, capture photos to post to our online platform for parents, and post photos/videos consistently on social media accounts.

Staff Community and 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 is <u>not</u> allowed while employed. If you are currently dating someone else who applies, you must make the program director aware before or during the interview.

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 may begin earlier. Lodging and most meals are provided throughout the summer. Pay starts at $290 per week depending on experience.

About half of the weekends are free for you to be off work except during training and when scheduled to work during weekend recreation or camp programs. There may 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 will work each week with the exception of special preapproved absences such as college visits, 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 and Beliefs

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. We will discuss this some in the interview.

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, full coverage onepiece suits. If there are any questions about this, please ask before or during your interview.

Contact Us

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Program Manager
Call or text 336.521.9214
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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.

To Apply

To apply online go to https://campcaraway.org/summer-staff/. You must complete the application in one sitting.

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 a video or in person interview. The next step after the interview is to complete an online background check that we will email you. Applications are open until all positions are filled.