



Dear Applicant,

I appreciate your interest in working as a camp counselor at the Christian Retreat Center! Working as a camp counselor is a very rewarding way to spend your summer serving the Lord. This is an awesome opportunity for you to put your faith into action and impact the lives of others.

Counselors must be 16 years of age or older by June 1st of 2018 to be considered, and has the option to sign up for every week of our summer programs.

Counselor applicants are not required to work all summer (though recommended). However, the staff training week and the staff debrief are mandatory. Training Week is a valuable time for team building and gaining the proper knowledge of the camp policies. Please make sure to include your availability for this summer on your application. Please note that requested weeks cannot always be guaranteed. If accepted to the summer staff, I will notify you of the weeks you have been given.

Here are the dates for our summer camps:

- June 9-14..... Counselor Training (Mandatory)
- June 16-21.....Pioneer Camp (8&9)
 - Discover Camp Group 1
 - Discover Camp Group 2
- June 23-28.....Pioneer Camp (10&11)
 - Horse Camp I
- June 30 – July 5.....Pioneer Camp (12&13)
 - Horse Camp II
- July 7-12.....Teen Camp (14-18)
- July 12-13.....Counselor Debrief (Mandatory)

Please prayerfully consider this position. Working as a camp counselor is an experience that you will never forget. I hope you will join us for an exciting summer of reaching children for the Kingdom!

Love in Christ,
Zach Bashore
Program Director
717-734-3627
zach@crctims.org

Application Process

Thank you for your interest in becoming a counselor at the Christian Retreat Center. Please be thorough as you fill out the paperwork. The following will help guide you to complete the application process. We take pride at CRC to provide an outstanding staff for the summer. We desire for children to know and understand the saving grace of Jesus Christ. Having a Christ-centered staff working together as a team greatly helps accomplish this goal during the summer!

Please make sure to fill out the online application as soon as possible. When all of the positions are filled, the remaining applicants will be placed on a waiting list.

1. Read the full job description (available below).
2. Fill out the online application form. When finished hit submit and the form will be sent directly to Zach Bashore via email.
3. If you are a new counselor, provide three people a link to the online reference form to fill out for you.
 - a. The link can be copied and pasted and sent via email, Facebook, or through your smart phone.
 - b. When submitted this form will be sent directly to Zach Bashore via email.
 - c. **They may NOT be your relatives, or peer friends.**
4. All applicants (first timers and returners) will be subject to a phone interview.
5. After conducting the phone interview and receiving the three reference letters the applicant will then be invited /provided information to proceed with three background checks in conjunction with PA State Laws.
6. **If you are a returning staff member please fill out the “Returning Staff Application” online.**
7. See the Adopt-A-Counselor Program!
8. Please take time to read and review our Sexual Abuse Overview and Prevention Policy. During training week there will be a session regarding the below information. We will talk about statistics, how to identify potential abuser’s grooming patterns, and how we will aim to prevent any abuse from taking place in order to keep our counselors and campers safe this summer.

[Child Sexual Abuse Overview](#)

[Child Sexual Abuse Prevention Policy](#)

Job Description: Camp Counselor

Program Director: Zach Bashore

Phone: (717) 734-3627

Email: zach@crcims.org

Dates: June 9- July 13, 2019

As a potential counselor at the Christian Retreat Center (CRC), you are serving a vital role. The leadership you display will have a big impact on the success of the ministry. Because of this, you will be held to a high standard.

The first and foremost requirement of a counselor at CRC is that your focus at camp is to reflect Jesus as beautiful through the power of the Holy Spirit for the glory of the Father. Jesus will be made beautiful through...

- **Putting others before ourselves because it is a privilege to serve those we encounter.** No one is beyond the limits of being our neighbor!
- **Having a Christ like attitude because our minds are set on eternal things above.** There is no room for small minded, narrow thinking, complacent Christians!
- **Working hard to display our faith because our faith is active.** It is not passive. Christ is alive!
- **Showing our eagerness to be taught and to teach.** Our God is the infinite creator and there is always more to learn.
- **Putting our confidence in the resurrection of Jesus because He is our hope.** With Christ nothing else matters and without Christ nothing else matters!

These values will help bring about unity, encouragement, rest, and our dependence on the Spirit as we lead our staff and remind ourselves of the Gospel daily.

About CRC

CRC is evangelistic. We work with many unchurched children and we strive to share the love of God with them. Our summer camp has a special emphasis on high risk children from low-income families. Supporters of CRC sponsor about 50% of the campers that come to camp every summer in order that they may hear the Gospel.

What to Expect this Summer

Your first responsibility is a week of Counselor Training. After that, responsibilities would include taking care of campers Sunday through Friday, working with the staff, providing leadership, and sharing your faith. The ages vary from 6 to 18 with different ages corresponding to different weeks. Ministry takes place through the relationships that are built. The concept that CRC teaches is that the closer you are to your campers, the more opportunity you will have to share God's love.

What is Expected of You this Summer

1. Your Actions

- | | |
|--|--------------------|
| A. Do they back up your words? | Matthew 3:8, 21:30 |
| B. Are they consistent with your attitude? | Matthew 15:8-9 |
| C. Demonstrate what you think about Jesus. | Matthew 25:31-46 |
- apply to campers, meeting their needs*

2. Your Words

- | | |
|---|------------------|
| A. Think before you speak | Proverbs 15:1-2 |
| B. Our words reveal what is in our hearts | Matthew 12:34-37 |
| C. Paul cautions against vulgar speech | Ephesians 5:4 |
| D. Be gracious in your speech | Colossians 4:6 |

Duties include but are not limited to:

1. Ensure safety of all campers and staff.
2. Get your campers to activities on time.
3. Lead campers spiritually in prayer, Bible lessons, and singing.
4. Ensure that campers keep their living area clean.
5. Be accountable to the Program Director and the Assistant PD's at all times.
6. Participate in activities and games.
7. Enforce the camp's rules.
8. Encourage one another throughout the summer
9. Any other duties assigned.

Benefits:

1. Spiritual Growth
2. Opportunity to see Christ work in the life of the camper
3. Fellowship of a Christian staff that goes beyond the summer
5. Blessings of working with children and teens
6. Lasting memories
7. Room and board are taken care of in addition to a weekly pay

ATTRIBUTES OF A COUNSELOR

- 1. *Genuine love for Christ*** — **2 Corinthians 5:14** “For Christ’s love compels us. . . .” No other motivation is sufficient to carry you through the rigors of working with these campers over a long period of time. Christ’s “agape” love just gives and gives and gives without expecting a response.
- 2. *Sincere love for campers*** — **Romans 12:9** “Love must be sincere.” Not everyone can tolerate youth campers! If you are uncomfortable with their music, language and style of life, it could be an indication you will have difficulty in relating to them. Do not fake your love - they can spot a phony a mile off.
- 3. *Flexibility*** — **2 Timothy 4:2** “Preach the Word; be prepared in season and out of season; correct, rebuke and encourage — with great patience and careful instruction.” This, of course, does not mean you do not have a plan or purpose and direction in your counseling. It means that you will be involved in unstructured situations. Each day and each week is a different set of circumstances. If you can’t flex, you will be frustrated.
- 4. *Enthusiasm*** — **Colossians 3:23** “Whatever you do, work at it with all your heart, as working for the Lord, not for men.” Gloom and negativism is contagious— so is enthusiasm! You must encourage campers in everything; food, speakers, accommodations, program and of course, the Lord.
- 5. *Loyalty***— **John 13:35** “All men will know that you are my disciples if you love one another.” If the leadership team (the Body of Christ) functions in harmony and genuine love, evangelism takes place as a logical result. This means we support one another, empathize with one another and encourage one another. We esteem others better than ourselves. If someone on the leadership team makes what you deem an error in judgment or does something that you feel is wrong, or something with which you disagree, still it is your responsibility to support that person. The right thing to do is to go to the one in charge and state your case. Individuality plus conformity equals harmony, which results in community!
- 6. *Dependability*** — **2 Corinthians 4:2** “Rather, we have renounced secret and shameful ways; we do not use deception, nor do we distort the Word of God. . . .” The greatest ability is dependability! If you fulfill all your responsibilities to the best of your ability, we will see a camp that “clicks” and is effective.
- 7. *Confidential*** — **Ephesians 5:15** “Be very careful, then how you live — not as unwise but as wise.” It is imperative that we keep personal information confidential. If a young person confides in us we are duty-bound to share the matter with no one, except your lead counselor if his/her counsel is needed. In extreme cases of abuse, violence, etc., we are legally required to report what we hear.
- Strength and firmness*** — **Ephesians 6:10** “Be strong in the Lord and in His mighty power.” Remember you are a son or daughter of the King of Kings and Lord of Lords with all the rights and privileges that go with it. Therefore act like one, in royal humility. Most campers will respond to strong, consistent leadership. Respect and friendship is usually strengthened, not lost, with a counselor in firm leading of a camper or a cabin time.
- 9. *Cheerfulness*** — **Philippians 4:4** Rejoice in the Lord always. . . .” A good sense of humor will get you through many difficult circumstances and add to the enjoyment of all. Campers need to laugh. They need to be around positive, upbeat people. They will feel welcome in an atmosphere of love and laughter. The constant reminder of what Christ has done and is continuing to do for us should always cause us to rejoice.
- 10. *Sensitivity***— **Philippians 2:4-5** “Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus.” Compassion is to feel the need of

others to the point that you do something about it. Biblical love is not passive—it is always active. It reaches out. It emphasizes. It is personal. Ask yourself, what would Christ do? Be very tender with kid's feelings. They need to be treated with compassion.

11. *Patience*— **Romans 12:12** “Be joyful in hope, patient in affliction, faithful in prayer.” To be in a cabin with a bunch of 4-6 graders is not easy. We want to be judges when we need to remember to be patient friends. The Lord is patient with us. Many of the most important spiritual breakthroughs happen with campers long after the week is over.

12. *Consistency of Spiritual Life* —**John 15:5** “I am the Vine; you are the branches. If a man remains in Me and I in him, he will bear much fruit; apart from Me you can do nothing.” **Philippians 4:6** “Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God.” There is no other way to be an effective counselor apart from a daily vital personal walk with Christ. Make time for prayer and Bible reading. Seek out someone with whom you can share your discoveries.

Adopt A Counselor Program!

Hopefully, you will decide to take part in our Adopt A Counselor Program. Basically, what you are doing is asking people (friends, family, and church members) to support you as you take part in the ministry here at CRC. You need to tell your supporters that they will be supporting you as a missionary here at CRC. You are doing missions work. You could have taken a job at McDonald's or anywhere else and be making more money. But, you have chosen to dedicate yourself to the ministry this summer.

Here are a few things to remember when you send your letters and Adopt A Counselor forms to your potential supporters:

1. The more effort you put into this program, the better results you will see.
2. The best way to go about this is to make personal visits to people asking for their support.
3. If a personal visit is not possible, make a phone call. Then, send your letter and Adopt A Counselor form to them.
4. Make your letters as personal as possible. Explain to people what the Adopt A Counselor program is and why you are taking part in it.
5. Share with people the impact that your ministry at CRC will have in the lives of the campers.
6. Share with people the impact that your ministry at CRC will have (or has had) on your life.
7. Explain to people why you need their support and how their support will help you.
8. Remind supporters that their contributions are tax deductible and that they will receive a receipt from CRC for their contribution.
9. After the summer, send Thank You notes to each of your supporters and tell them the impact that your missionary work at CRC this summer had on your life.

You will need to have copies made of the Adopt A Counselor form in order to send one, along with your letter, to each of your supporters. If you have any questions regarding the Adopt A Counselor Program, you can give me a call (717-734-3627) or email me at zach@crctims.org. God Bless!

In Him,
Zach Bashore
Zach Bashore
Program Director

**Please look over the sample prayer and support letter on the back of this page.
This is simply a sample prayer and support letter. Feel free to use this format but make the letter personal.**

Day/Month/Year

Dear _____,

I am writing to request your prayer support for the summer. I will be working as a counselor at the Christian Retreat Center in their summer camping program. It will be my duty to minister to children daily for the weeks of June 11- July 14. The weeks are very intense and require a lot of energy and attention and any prayer support you can offer would be highly appreciated.

I am also writing to ask you if you would be interested in the Adopt-A-Counselor program. Unfortunately, the camp cannot afford to pay the same amount as a regular job but the experience is priceless and I need your help. This is a program that CRC has in which you could send money to me through the camp. I ask that you look at this opportunity much like supporting a short term missionary.

I thank you for your consideration and I trust that you will pray for me throughout the summer.

Love in Christ,

Zach Bashore

Zach Bashore