



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.

Counselors must be 16 years of age or older by June 1st of 2025 to be considered for a counseling position. First year applicants should have applications submitted by March 15, 2025 for review.

Counselor are not required to work all summer (though recommended). However, staff training week and 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. CRC will do our best to honor the weeks you request to work. Depending on camp numbers, it's possible there is a high counselor to camper ration. If this happens counselors may be asked to help in the kitchen or with maintenance. 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:

- Staff Training Week June 22-27
- 8&9 Year Old Camp // Discovery Camp // CRC Day Camp June 29 – July 4
- 10&11 Year Old Camp // Horse Camp 1 July 6-11
- 12&13 Year Old Camp July 13 - 18
- Teen Camp // Adventure Camp // Camp On the Go! July 20-25
- Staff Debrief July 25-26

RETURNING STAFF have the option to help during TIMS and Family Camp.

Serving on TIMS is very different than youth camps but has the opportunity to be just as fulfilling. During TIMS you'll help in the kitchen and serve as support staff. Helping in the kitchen means prepping meals, setting up tables, cleaning up after meals, and washing dishes. In between meals, you'll help clean various buildings on the grounds, set up activities for our TIMS groups, and help with various other tasks around the grounds. Learn more about TIMS. After TIMS, you can help counsel with our Family Camp.

Learn more about both programs but checking out our camp website.

- TIMS 1 June 8-14
- TIMS 2 June 15-21
- Family Camp July 31 – August 3

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!

Zach Bashore
Executive Director
717-734-3627// zach@crctims.org

Application Process

Please be thorough as you fill out the paperwork. The following document 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 will help 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 a final determination and invitation will be extended to join CRC's summer staff.
6. Once accepted on the summer staff, the applicant will need to complete background checks in conjunction with PA State Laws.
7. See and read through the Adopt-A-Counselor Program!
8. Complete and submit a [Counselor Medical Form](#).
9. Complete and submit a [W-2 form](#).
10. Please take time to read and review our Sexual Abuse 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 Prevention Policy](#)

If you are a returning staff member please fill out the "Returning Staff Application" online.

Job Description: Camp Counselor

Program Director: Zach Bashore

Phone: (717) 734-3627

Email: zach@crctims.org

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

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| A. Do they back up your words? | Matthew 3:8 |
| 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

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|---|------------------|
| 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