

SUMMER STAFF APPLICANT INFORMATION

Lutheridge✚Lutherock Ministries is an outdoor ministry corporation providing camping programs and conference center facilities at two sites in Western North Carolina-Lutheridge and Lutherock. In partnership with the congregations of the North Carolina, South Carolina, Florida/Bahamas and Southeastern Synods of the Evangelical Lutheran Church in America, Lutheridge+Lutherock Ministries, Inc. strives to provide programs and resources to nurture Christian faith. Both through an intentional Christ-centered community and offering a "place apart", we are committed to affirm and experience relationship with all of God's creation. Using those gifts entrusted to us by God, Lutheridge+Lutherock Ministries, Inc. will encourage and enable people of all ages and needs to live lives of worship, service, mission and witness to the Gospel of Jesus Christ. To achieve these goals, Lutheridge✚Lutherock Ministries emphasizes experiences in learning, worship, service, and personal relationships in an intentional Christian community.

LOCATION: LUTHERIDGE is located in the beautiful mountains of western North Carolina, midway between Asheville and Hendersonville on US 25, 0.3 mile south of the intersection of US 25, Airport Road and US 25-A. From I-26, take exit #40 and go 3 miles east to US 25. From I-40, take exit #50 and go 8 miles south to the front gate. **LUTHEROCK** is located near Newland, NC on Sugar Mountain, adjacent to a popular ski resort. The camp entrance is at the end of Wes Brewer Road, which intersects NC Route 181 at the WJTP radio station and tower three miles west of Linville and one mile east of Newland.

FACILITIES: LUTHERIDGE is 160 acres on Crescent Mountain. There are 75 buildings from simple shelters to camper cabins to "motel-like" facilities. In addition, there are hiking trails, outdoor worship sites, recreation areas, a low ropes course, a 41' climbing tower, a small lake, and a swimming pool. Camper facilities provide for a capacity of 300 children and youth each week. Combination camper and adult/family registrations will often reach over 400 during summer weeks. Last year Lutheridge celebrated its 58th year of summer programming, serving about 2200 campers on-site and 750 campers in the Lutherock day camp program. A full schedule of programs for youth, adults and families provides ministry opportunities year-round.

LUTHEROCK has 709 acres, 35 of which are developed with cabins, a cottage, retreat center, platform campsites and shelters, and recreational areas. The remaining acreage is wilderness with miles of hiking trails, outpost campsites, rock climbing and rappelling cliffs, streams, ropes courses, Alpine Tower and outstanding natural features including the Eastern Continental Divide, the headwaters of the North Toe River, the mile-high Sugar Mountain pinnacle, and the prominent "Lutherock." Lutherock facilities include a main lodge, platform tents, rustic cabins, a four-plex cabin and a small stone house. The "Crow's Nest Retreat" for adults and families provides high-comfort lodging in the midst of wilderness beauty. Last year Lutherock celebrated its 51st year of summer programming. Lutherock serves about 900 campers during its summer programs and offers retreat and program opportunities year-round.

STAFF: Lutheridge✚Lutherock Ministries normally employs a full-time year-round staff of 20-25 people as well as various part-time employees for office, maintenance, kitchen, and housekeeping services. During the summer season, the staff grows considerably when approximately 120 college and post-college age folk are employed as counselors, program and support staff. Members of the counseling staff must have at least one year of post high school college or work experience. Each week also brings the arrival of new program leaders and volunteers. Together it makes for an exciting, talented and vibrant community gathered to lead and enable the ministry of these places.

THE STAFF FAMILY: Being a part of the Lutheridge+Lutherock staff is being a part of a dedicated team. Staff life is filled with opportunities for Christian ministry, fellowship, growth, sacrifice, and support. The experiences shared together as members of the Lutheridge✚Lutherock staff serve as a model of life in the Body of Christ, in which understanding and respect for the thoughts and feelings of others are paramount. A

family spirit and style of life characterized by acceptance, forgiveness, and love is the foundation upon which staff relationships are built. **The strength and inspiration for this lifestyle are found in a common faith in Jesus Christ as Lord, Savior, and example of the Godly life.**

THE COUNSELOR ROLE is chiefly fulfilled during the weeks when assigned to "camper duty". Approximately three weeks out of four the counselor lives with a camper group of eight campers. These weeks may not be scheduled in consistent order and camper registrations may alter the ratio. As a counselor, **one's involvement in camp life is a twenty-four hour per day responsibility.** Those applying for a counselor position must have a genuine love and appreciation of children and youth. The counselor is a facilitator, guide, and role model, enabling the group to have fun at camp while they experience Christian community and grow in their relationship with Jesus. Counseling involves leadership in planning, group discussion, devotions, large group worship experiences, recreation, and outdoor living. Campers are grouped according to grades: grades 1-2, grades 3-5, grades 6-8, and grades 9-12. Assignments will allow for experiences in different age groups.

LUTHEROAD is the name for all off-site programming, which includes day camps and satellite camps. Lutheridge has two to four Lutheroad programs each week. Day Camps typically take place in a church setting where counselors work in partnership with congregational volunteers to provide a daytime camp experience. Day Camp staff usually stay in host homes during the week. Satellites are residential programs where campers stay overnight. College campuses, retreat centers and other camps are used to host satellite programs. Staff assigned to a Lutheroad team usually leave on Sunday morning and return to Lutheridge on Friday night. A counselor could expect to be a part of a Lutheroad team for one to three weeks out of the summer.

SPECIALTY COUNSELING STAFF: Some counseling staff are selected to serve in special program areas, either for the entire summer or for specific weeks. These include Summershine Counselors, Outdoor Adventure counselors, and Lifeguards. When not serving in special program areas, specialty staff are assigned to regular counseling or general duty. Specialty staff are sometimes required to arrive at camp early to receive additional training.

Summershine Counselors (Counselors for mentally challenged campers) work with these special need individuals one or two of the three weeks the Summershine program is offered. They are partnered with someone from the counseling staff. Beyond general counseling skills, Summershine counselors should have some experience with mentally challenged people and a desire to work with this special population.

Outdoor Adventure Counselors need experience and skills in general outdoor adventure camping, (backpacking, fire-building, cooking, etc...) and be CPR certified. Lutheridge will be looking for people with experience in canoeing who have lifeguard training. Lutherock will be looking for people with outdoor camping experience, rock climbing experience, lifeguards and CPR/WFA training.

Lifeguards need Red Cross lifeguard training, first aid and CPR certificates and some life guarding experience. They will spend about half their time at the pool and half as a counselor.

GENERAL DUTY: In weeks not on "camper duty," a counselor is assigned to "general duty." At Lutheridge, responsibilities include serving tables in the dining hall, maintenance and house keeping duties in the buildings and on the grounds, waterfront duty (if qualified), child care during adult conferences, snack bar work, special assignments in vespers and campfire activities, and other similar activities. At Lutherock, responsibilities include assisting in the kitchen, maintenance, and assisting the program. "General duty" weeks provide a break from the intensity of the constant responsibilities of "camper duty." It is not to be considered time off, but can provide the opportunity to rest. Those on general duty continue to be a significant part of the program and camp community.

WEEKEND DUTY: During two weekends of the summer, counselors will be assigned "weekend duty." This includes "general duty" responsibilities from Saturday noon to Sunday noon. Occasionally, "weekend duty" will involve responsibility for "stay-over" campers. A regular schedule will be devised and posted at the

beginning of the summer. Extra salary will be paid for "weekend duty" work (see "Compensation" section below). Staff 21 years of age or over may be asked to drive the weekend shuttle van.

TIME OFF: Unless assigned to "weekend duty," the staff is relieved from duty mid-day after staff meeting on Saturday until lunch on Sunday. While on "camper duty", counselors may be allowed brief periods of free time during the day. All other time off must be requested and agreed to prior to or during staff orientation week.

STAFF ORIENTATION: There will be a period of staff orientation and training for the summer staff before the summer program begins. This is 10 days for most staff. More days may be required of specialty staff. All counselors are required to be present, unless unusual circumstances warrant absence and prior approval is granted. Orientation activities will include:

- a. Experiences focusing on understanding of self and relationships with others...
- b. Training in group processes and leadership, development of group skills...
- c. Opportunity to develop and practice parts of the 2008 camping curriculum...
- d. Study of Christian education in a camp setting, camper behavior and age-grade characteristics...
- e. Training in camp skills and knowledge of each site's environment, operation, routine, facilities, and opportunities...
- f. Participation in work projects to finalize preparation of facilities for the camp season.

MID-SUMMER PAUSE AND END OF SUMMER CELEBRATION: Summer staff work is a time of intense giving of self to others in many ways and on many levels. While this is joyful work and also great fun, fatigue and weariness are not uncommon. A weekend in mid-July is set aside as a time for relaxation and refreshment for Lutheridge. Saturday afternoon and evening are programmed for renewal through reflection, fellowship, and worship within the staff family. Lutherock staff gathers at the end of the summer. **Participation by all staff members is encouraged, but not required (see calendar for this year's date).**

COMPENSATION: Summer staff earns a monetary salary, paid weekly. Beginning counselor salary is \$180.00. Lifeguards will receive an additional \$10.00. For each year of experience with LLMI, \$5.00 per week will be added to salary (maximum additional weekly supplement is \$15.00). Wages for each "weekend duty" period will be \$25.00, with an additional \$50.00 for those who are counselors for weekend campers. All wages are subject to applicable state and federal withholding and social security taxes. In addition to salary, Lutheridge†Lutherock will provide lodging, and meals and a staff shirt.

EMPLOYMENT TERM: Generally, counselors can depend on 8-9 weeks of employment, plus the orientation session. Some staff members may be retained for additional weeks, depending upon their availability and the needs of the summer program. One factor in the selection of the counselor staff will be applicants' availability for all of the camp weeks. ***Please ask for time off only if necessary*** Staff will be expected to honor the term of the contract signed. See Calendar for this year's dates.

STAFF HOUSING: Camper counselors live in a cabin, platform tent or building with their campers. "General duty" counselors and non-counselor staff are usually assigned other living quarters. "Weekend duty" counselors' quarters generally depend upon assignments before or following the weekend.

RECREATION: A counselor gets to participate in all parts of the camper's week; sports, swimming, crafts, ropes courses, Bible study, outings, etc. These activities are sometimes available to the "general duty" staff when duty assignments allow participation. Staff social functions and recreational activities are also planned: cookouts, campouts, dances, etc. Informal and spontaneous opportunities are plentiful. Weekend "off duty" time allows for trips to nearby areas for movies, shopping, restaurants, outdoor adventures, etc. All such activities add to the fellowship of staff life together. Lutheridge†Lutherock Ministries recognize that some

differences may exist between the personnel policies and the accustomed collegiate and/or family lifestyles of some applicants. Staff employment might, therefore, require adjustments on the part of the counselor. This is expected, not so much arbitrarily, but primarily as a part of ministry and objective of church camping. **Applicants who are unwilling to make any such adjustments in their lifestyles are encouraged to seek employment elsewhere. Please look at the personnel policies before applying.** Additional guidelines may be discussed and agreed upon during staff sessions of orientation week.

APPLICATIONS: Members of the counselor staff must have completed one or more years of college or post high school experience and be at least 18 years old. New Applicants must complete an application along with three reference forms. Returning staff need to only complete the returning staff application form since their references are on file. Applicants are responsible for sending these forms to those persons requested to be references. Your applications are sent to Lutheridge†Lutherock as soon as they are completed and submitted. However, processing will not be final until all reference forms are received. While there is no absolute deadline for applications, preference will be given to those applications received by the end of February.

INTERVIEWS: All new applicants must be interviewed. It is best when this can happen in person. Please consult the calendar, which shares when and where interviews will be conducted. **It is the applicant's responsibility to schedule an interview by calling or emailing the program office.** Because of distance or other circumstances, in-person interviews are not always possible. In that event a phone interview will be conducted. Again, it is the responsibility of the applicant to make those arrangements.

SELECTION: Prayerful consideration will be given to all who apply. Many factors are weighed in the selection process including spiritual maturity, experience with children and youth, ability to be an effective role model, creativity, musical abilities, outdoor skills, community gifts, outdoor ministry experience, and familiarity with Lutherock + Lutheridge or other outdoor ministry settings. The goal of the program directors is to assemble the best team possible to carry out the mission of these ministries. Unfortunately, not all applicants are selected. This decision does not judge the worth of the individual, but the situation of this time and place. All applicants will be notified during the first week of April. It is hoped that this will allow time for those not selected to make other arrangements.

A FINAL WORD . . . If you are excited and challenged by the opportunities of staff employment for Lutheridge+Lutherock Ministries, you are invited to return the application form. Should you need further information, please write or call Pastor Mary or Pastor Tim Canniff-Kuhn, Van Van Horne, or Molly Brey (Lutheridge & Lutherock Program Directors).

Lutheridge†Lutherock Ministries
2049 Upper Laurel Rd.
Arden, NC 28704

Pastor Tim Canniff-Kuhn, Lutheridge Program Director tck@lutheridge.com
Molly Brey, Lutheridge Assistant Program Director mbrey@lutheridge.com
Van Van Horne, Lutherock Program Director van@lutherock.com