



Summer Staff at Caraway Conference Center & Camps

Thank you for your interest in potentially serving as summer staff at Caraway Conference Center & Camps. 2025 will be the 63rd summer of camps at Caraway and the 57th summer of camps at Mundo Vista. We have a rich tradition of having a dedicated and gifted summer staff, and their impact on the lives of our campers and guests is one of the most important aspects of our programs.

Who are we?

Caraway Conference Center and Camps are owned and operated by The Baptist State Convention of NC (BSCNC). We are located in the beautiful Uwharrie Mountains of central NC about 7 miles west of Asheboro. Our mission is to be a Mighty Mountain of faith. Staff and campers need not be Baptists to participate. We offer a year-round Conference Center for adults, a year-round camp rental retreat center at Camp Caraway, and at Camp Mundo Vista (Mundo Vista is located across the road from Caraway's main gate). In the summer we program our summer camps in addition to hosting some rental groups that do their own programming.

Summer Camp Programs

Our 4 core values of summer camp are:

- Growing Faith-We want people to know how much Jesus loves them! Campers will hear the truth from God's word daily through teaching and experientially through daily programs.
- Developing 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.
- Building skills- We use camp experiences, whether a recreation, worship service, missions time, to teach and equip campers with Biblical truth for daily living.
- Serving others- All Christ-followers are missionaries! Our daily interactive missions time with a missionary will help campers understand what missions is and how we can be missionaries where we live, work, and play.

Our Summer Camp Programs

- Children's church 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 grandchildren 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 with a strong work ethic and references that can support this. We need summer staff candidates gifted or 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 will be provided at the interview or can be requested.

Positions

Please read job descriptions thoroughly before you make a decision.

Summer Camp counselors - 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.

Summer recreation facilitator staff- Males and females who are at least age 18 will serve as recreation facilitators and/or lifeguards through recreations such as shooting sports, zip lines, lakefront aquatics, swimming pools, team building, field games, skill classes, and more. Recreation is the primary role and assisting the program will be secondary. These can be local commuters or can live on site for the summer.

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.

Male and Female Staff Coordinators- One male, one female with administrative and discipleship roles. They will assist the directors to make sure that programming is running smoothly. Intentionally helping staff develop spiritually under the vision of the Children's Program Director. Preferably at least age 21 with at least 2 summers of Christian camp experience.

Summer 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-age males or females with vast experience in video production, photography, audiovisual and other media. They make camp videos to show at the



end of each session and post photos/videos daily on social media.

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 will begin earlier. Lodging and most meals are provided throughout the summer. Pay starts at \$290 per week depending on experience. Those staff who have needed certifications will make more.

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 will 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 pre-approved 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 & Belief

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.

Training & 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 (a select few), American Red Cross CPR- First Aid, Emergency Action Plans, and more.

Appearance

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 one-piece suits. If there are any questions about this, please ask before or during your interview.

Summer Staff Nick Names

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 if they choose.

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, vapes, and weapons are strictly prohibited.

Staff 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 not allowed while employed. If you are currently dating someone else who applies, you must make the program director aware before or during the interview.

To apply

To apply online go to <https://campcaraway.org/summer-staff/>. After reading the information, click on the [apply now](#) link to apply online. You must complete the application in one sitting.

Your references should automatically receive a reference form via email 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.

More Information

Mark Moore, Caraway Children's Program Director
Call or text 336-521-9207 or mmoore@caraway.org.

Website- www.campcaraway.org Facebook- www.facebook.com/campcaraway.
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