



Crossways Camping Ministries

16 Tri-Park Way, Appleton, WI 54914

Phone: 920-882-0023

www.crosswayscamps.org

Greetings prospective Staff in Training!

Thank you for your interest in the Staff in Training (SIT) program. We are looking for mature, responsible young people who are willing to learn and grow in faith while developing their own skills as future servants and leaders. The SIT program offers you an opportunity to work alongside our summer staff. You will also have a chance to work with and learn from other teens with similar interests.

Over the course of your two SIT camp weeks you will see the ins and outs of camp from a different perspective than what you may be used to. During your experience we encourage you to think not just about serving others at camp, but how you can do many of the same things in your home congregation as well.

Please take some time to look over the materials enclosed in this packet. If you have any questions about the program, please contact the Imago Dei Village office (registration questions should be directed to the Crossways office).

Again, thank you for your interest in the SIT program. We await the receipt of your application.

Peace and Blessings,

Dara Stull, Program Director, Imago Dei Village
dara@crosswayscamps.org 715-823-2902

Mike Henning, Camp Director, Imago Dei Village
mike@crosswayscamps.org 715-823-2902

Crossways' Staff in Training (SIT) Program

The SIT program is designed to train and develop your service and leadership skills by exposing you to many facets of outdoor ministries. We will strive to nurture in you a sense of responsibility and develop skills that you can take to your home congregation. We will also challenge you to discover your own gifts and talents. All SITs are accepted through an application process only.

Applicant Qualifications:

- Interest in camping ministry and developing service and leadership skills.
- Readiness to act on another person's needs and not just your own.
- A willing spirit ready to learn, grow, and share with others.
- By summer 2010 you must have completed 10th, 11th, or 12th grade.

Crossways Expectations:

- To work your assigned areas with a positive attitude toward your work, your supervisors, and the people you are serving--all the while being a positive role model for all campers and co-workers.
- To help with camp activities and participate willingly in the program for the benefit of the campers.

SIT Dates:

- The SIT program consists of 2 non-consecutive weeks at camp.
 - The first spent in a cabin with other SITs, led by a counselor and full-time staff to learn skills and helpful tools in leading younger campers. **All SIT campers must attend July 11th-16th, 2010**. Training will include: group building, leadership skills, communication skills, role modeling, game leading, singing, worship skills, shadowing of current summer staff, and counseling techniques.
 - The second week consists of hands-on experience in any of a variety of position at camp. 2nd week assignment are made based on dates listed:
July 18th-23rd (Week 6) July 25th-30th (Week 7) August 1st-6th (Week 8)
 - Spend a week of hands-on experience in any of a variety of positions at camp. The Program Director will place you where your gifts will fit best, whether it's in a cabin helping with kids, helping maintenance staff, or helping in the kitchen; all of which are areas of service in making our summer program possible.
 - The focus of the SIT program is on using what is learned in SIT training to serve others at camp.

Note regarding 2nd week assignments:

The second week experience will be scheduled as soon as is practical. Final assignments will be made by the Camp Director, taking into account the needs of the attending campers. If an SIT cannot attend any of the 2nd week choices listed here, Crossways staff will work with that SIT to accommodate his/her schedule, but additional space in other program weeks for an SIT **cannot** be guaranteed. Even if we schedule an SIT's second week experience for the week following the initial training week, SITs may not stay on site over the weekend, as we cannot provide supervision. SITs must be picked up at the end of the program week on July 16th.

Application process:

1. Return a completed summer registration form found in the current summer brochure, or register online along with a completed application for consideration as an SIT to Imago Dei Village.
2. Distribute the personal reference forms to your two (2) references along with a stamped envelope addressed to Imago Dei Village.
3. After we receive your Registration Form, SIT Application and Completed Reference forms, we will then contact you to set up an interview.
4. If you are one of the people chosen to serve as an SIT, we will send you a covenant agreement. (A full refund of registration deposit(s) received will be given to anyone not accepted into the SIT program.)

Payment obligations:

- The SIT program is a service and leadership opportunity for which Crossways Camping Ministries charges a fee to offset the cost of food, housing, training, and staffing for the program.
- **2010 Program Cost:** (date of acceptance into SIT is not considered in the fees, only your registration date)
 - \$435 if registered before March 15th
 - \$465 if registered after March 15th
- An initial deposit of \$100 is to be received by Crossways with your registration. The deposit will reserve your spot for consideration in the SIT program. For this special program, the deposit will be fully refunded to anyone not accepted into the SIT program.
- Please note that once you agree to accept the covenant you also agree to pay the full program fee. Full fee is due by June 1st.

Final Note:

Participation in the SIT program does not guarantee future employment with Crossways Camping Ministries as a summer staff member.

If you have any questions about the SIT program or application process, please contact Dara at 715-823-2902 or dara@crosswayscamps.org.

STAFF IN TRAINING (SIT) APPLICATION



Name _____ Today's date _____

Birthdate _____ Grade Completed (*school year 09-10*) _____ Male Female

Address, City, State, Zip _____

E-mail address _____ Home Phone _____

Home Congregation _____ City _____

Career Interest _____

What is your church involvement? _____

List school activities _____

Skills: (Check those you have skills in—you don't need to be an expert, just have some skills)

- | | | |
|---|--|--|
| <input type="checkbox"/> Song leading | <input type="checkbox"/> Swimming | <input type="checkbox"/> Singing |
| <input type="checkbox"/> Guitar | <input type="checkbox"/> Crafts | <input type="checkbox"/> Group games |
| <input type="checkbox"/> Canoeing | <input type="checkbox"/> Drama/skits or storytelling | <input type="checkbox"/> Sports |
| <input type="checkbox"/> Puppetry or clowning | <input type="checkbox"/> Tent camping | <input type="checkbox"/> Instruments |
| <input type="checkbox"/> Group challenge activities | <input type="checkbox"/> Worship | <input type="checkbox"/> Nature activities |

List other Skills: _____

List any certifications you hold (ie. First Aid/CPR/Lifeguard): _____

List camp experience (where and when) _____

Please answer the following questions on a separate sheet of paper:

Why do you want to be an SIT?
How will Crossways benefit from you being here as an SIT?
Briefly describe what your faith means to you?

Parent / Guardian name (please print): _____

Parent / Guardian signature: _____ Date: _____

PLEASE LIST TWO REFERENCES BELOW: Your references should send the completed forms to Imago Dei Village. We encourage you to provide self-addressed stamped envelopes to each of your references, and make sure to print your name clearly on the top of each form. **PLEASE DO NOT USE FRIENDS OR RELATIVES.** USE YOUR TEACHERS, EMPLOYERS, PASTOR OR OTHER ADULTS WHO KNOW YOU.

NAME	RELATIONSHIP	ADDRESS (include zip)	PHONE #
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1.

2.

Staff In Training Personal Reference



Applicant's Name: _____

The above person requests that you be their personal reference for a summer program at Crossways Camping Ministries (Imago Dei Village) as a Staff in Training (SIT). SITs attend a weeklong training event and then spend a second week serving at camp in a capacity that matches their gifts. We hope you will carefully evaluate the applicant for us. Our goal is to provide quality SITs to help maintain the high program and safety standards of our ministry. We are seeking mature role models who live out the Gospel message as servants and leaders to others.

Applicant Characteristics *Please check as many descriptions as you feel apply to the applicant.*

Working with Others:

- Excels with independent work
- Is a team player
- Likes it their way or not at all
- Cooperative
- Shares accomplishments

Comments:

Work Ethic:

- Takes direction well, does what is asked
- Does what is asked, when it's convenient
- Self-motivated, does more than asked
- Sees a project from start to finish
- Does not finish tasks

Comments:

Enthusiasm:

- Has an even disposition, not a lot of highs/lows
- Has energy that spreads to others
- Is enthusiastic, but insincere
- Takes on new challenges willingly
- Shows little outward enthusiasm

Comments:

Maturity:

- Responsible, able to think things through
- Reacts without thinking about actions
- Is a positive role model for others
- Would rather not have a role with responsibility
- Respects authority

Comments:

Community/Conflict:

- Is willing to accept others regardless
- Is able to relate well with different groups
- Deals with conflict in a healthy way
- Lets problems build up
- Tries to change the beliefs of others
- Is easily upset by others

Comments:

Leadership:

- Is a positive leader
- Considers others opinions important
- Is dominant and manipulative at times
- Is willing to learn from others
- Likes to be in front, leading
- Would rather be a follower than a leader

Comments:

Counseling Skills:

- Is sensitive to others' feelings
- Likes to share their own story
- Good listener
- Mixes easily with others
- Would command respect among campers
- Doesn't have time for others
- Believes trust must be earned

Comments:

Faith to share:

- Is always talking about their faith
- Lives out their faith, daily
- Believes in sharing faith in daily life
- Knows what they believe
- They have found it and want others to find it
- Struggles with their faith
- Has all the answers

Comments:

Staff in Training Personal Reference (Page 2)



Applicant's Name: _____

1. How long have you known the applicant and in what capacity? _____

2. Describe the applicant's strengths. _____

3. In what area(s) does the applicant have room for growth? _____

4. What situations cause the applicant stress and how do they respond? _____

5. Would you be willing to have your child under the applicant's supervision at camp for a week? _____

Additional Comments: _____

Please return promptly to:

Imago Dei Village
W8160 Cloverleaf Lake Rd
Clintonville, WI 54292

Questions:

Phone: (715) 823-2902

Personal Reference Information

Reference Name _____

Position _____

Address _____

Phone _____

E-mail _____