



SUMMER STAFF

Our exceptional Young Adult Summer Staff make the magic of camp come to life. They come from various backgrounds and experiences and bring a range of gifts! They work as a team to complement each other's skills. We value your trust in our team, and take our professional jobs seriously.

Staff Qualifications:

- Our Summer Staff complete an application and interview process with a Camp Director.
- Camp Directors complete a reference check for each applicant.
- Year Round Staff, Summer Staff, and Volunteers who are over 18 complete a background check before working with campers.
- Camp Directors are onsite and active in program oversight. They provide coaching and evaluation of Summer Staff throughout the season.

Staff Supervision Ratios

We maintain age appropriate ratios that are consistent with the recommendations of the American Camp Association (ACA). This means that our cabin groups may have up to 8 campers per staff or fewer for younger campers. We are intentional about identifying times during the program day when that ratio needs to change, including additional supervision during specialized activities.

We train diligently so that our staff will follow the Rule of Three, which states that one staff member should never be alone with one camper. Staff work to ensure that there is always at least two staff members or two campers in every interaction for the safety of all.

Accredited by the American Camping Association

Crossways Camps are accredited by the American Camping Association (ACA). This process requires upholding ongoing standards and continued education.

ACA's accreditation standards focus on health, safety, and risk management, and are used as benchmarks by government entities. ACA accreditation provides public evidence of a camp's commitment to the well-being of campers and staff. - American Camp Association

Staff Training:

Before launching our summer programs, our Crossways Summer Staff gather for nearly two weeks of intentional staff training. During this time, our staff hear from various voices and learn a wide range of skills and policies to use throughout the summer.

Organizational

- Mission / Vision / Values
- Goals & Outcomes
- Themes
- Rights & Dignity of All

Health & Safety:

- Health Center Orientation
- First Aid / CPR
- Emergency Procedures
- Fire Safety
- Food Safety
- Policies & Procedures
- Risk Management
- Stewards of Children - or equivalent

Programming

- Engaged Learning
- Ages & Stages
- Team Building Initiatives
- Nature Activities
- Bible Studies
- Intergenerational Programming
- Hospitality
- Arts & Crafts
- Cookouts
- Waterfront Orientation
- Camper Arrival & Departure
- Play & Memory Making
- Mission Awareness

Faith

- Worship Philosophy
- Reimagining Prayer
- Called to Act
- Worship Teams
- Lutheran 101

Additional:

- Understanding Behavior & Camper Interaction
- Diversity Training

Plus...

- Team building
- Learning skills of individual staff
- Additional time for vetting staff before campers arrive
- Hear from many voices

Additional training is provided for our leadership and support staff including our Lifeguards, Waterfront Staff, and Health Coordinator or for specialized activities like archery, climbing, biking, low ropes, and open fire cooking which are available depending on the site.

Contact Us:

We are your partner in a safe, positive, camp experience. Please reach out with any questions or concerns.

Robyn Koehler

Co-Director Pine Lake Camp
Crossways Chair of Operations
robyn@crosswayscamps.org
(920) 882-0023

Ben Koehler

Co-Director Pine Lake Camp
ben@crosswayscamps.org
(715) 258-3813

Amanda Wellens

Crossways Recruiting & Engagement Specialist
Imago Dei Village Site Director
amanda@crosswayscamps.org
(715) 823-2902