

CROSSWAYS

CAMPING MINISTRIES

IMAGO DEI VILLAGE | PINE LAKE CAMP | WAYPOST

Mission

Following Christ's call to cultivate inclusive communities, equip servant leaders, and create formative faith experiences.

Values

Crossways will establish space and programs for people of diverse ages, abilities, and backgrounds to connect their daily lives with the calling to care for neighbor and creation.

Sample Schedule

Morning:

- Breakfast
- Worship
- Bible Study
- Team Building

Afternoon:

- Lunch
- Rest/Recharge
- Afternoon Activities: Arts & Crafts, Swimming, Boating, Nature, etc.
- Canteen Time

Evening:

- Dinner
- All Camp Game
- Campfires
- Devotions



GETTING TO KNOW US:

Residential:

Our programming is residential. Staff and campers stay overnight for the extent of the program. Most of our programs begin on Sunday and end on Friday.

Multi-Site:

Crossways is the organization that includes three individual sites: Imago Dei Village: Clintonville, Pine Lake Camp: Waupaca and Waypost, Hatley. Staff often experience more than one site.

Faith-Based:

We welcome staff and campers of all faith backgrounds. Our Bible studies, worship and community is grounded in ELCA Lutheran theology.

Youth & Families

Summer programs are a blend of youth programs, where kids grades 1-12 attend on their own, and family programs, where the participants lodge and experience camp in their family units.



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2026 Cabin Leader

Role & Responsibilities

As a Cabin Leader, you are the front line of our life-changing summer experience. Bringing your unique background and skills, you will accompany young people in their camp experience. Your responsibilities will vary depending on the needs of your campers.

- Ensure the safety and health of all participants by following Covid response guidelines
- Provide caring and engaged supervision of campers
- Lead small group Bible studies, Worship experiences, large group activities and games with the support of staff training and peers
- Participate in staff meetings, community chores, and the camp community
- Execute basic first aid and emergency procedures to keep campers and community safe
- Engage campers in the awe of natural surroundings through hikes, gardening, and outdoor education
- Invest in campers by building genuine relationships, promoting positive self worth, accompanying them through challenge by choice, affirming their gifts and skills
- Offer exceptional hospitality to all participants

Job Qualifications

- At least 18 years old and graduation from High School required, some college or post high school experience preferred. *In limited circumstances, a 17-year-old may apply to serve in this role.*
- Experience working with youth and working on a team preferred
- Desire to advance the mission of Crossways Camping Ministries

Essential Functions:

- Strength and endurance to maintain supervision of a small group of campers
- Ability to spend the majority of the summer day in an outdoor environment
- Ability to assist campers calmly and rationally in the event of an emergency

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2026 Health Coordinator

Role & Responsibilities

As a Health Coordinator, you are responsible for the overall healthcare and safety of campers and staff. Decisions of the Health Coordinator often require direct contact with parents, physicians, and other health professionals. The Health Coordinator must be certified in Emergency Responder, Wilderness First Aid, or the applicable minimum state mandated certification.

- Keep safety and health of campers as the first priority in the Health Center by following established Healthcare and Covid Response procedures with attention to detail
- Maintain health records of staff and campers in an organized and confidential manner
- Provide emergency first aid as needed & refer persons needing additional medical care to qualified medical personnel
- Maintain and dispense staff and camper medications in a safe, secure, timely, and confidential manner
- Prepare a weekly list of individual camper needs and medication times to give to cabin leaders
- Prepare a weekly list of food allergies. Inform the food service staff at the start of week, and check before meals
- Monitor and advise overall camp hygiene, keep the Health Coordinator station clean & organized
- Maintain an accurate and current medication and first aid log
- Turn in complete accident report to the Camp Director, keeping a duplicate record
- Maintain necessary supplies and inventory for Health Coordinator's station and first aid kits
- Provide copies of health forms for all off site trips
- Provide leadership to staff, including leadership of assigned staff training sessions

Job Qualifications

- Certified in Emergency Responder, Wilderness First Aid, or the applicable minimum state mandated certification
- At least 21 years old & graduation from High School required, some college/post high school experience preferred
- Experience working with youth and working on a team preferred
- Possesses organization and record keeping skills
- Boating experience preferred, with boaters safety training available
- Desire to advance the mission of Crossways Camping Ministries

Essential Functions:

- Ability to observe and evaluate those with complaints of being sick or injured
- Ability to communicate with care and confidence
- Ability to distribute medicines and care in safe and organized manner
- Ability to be attentive to detail and record keeping

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2026 Program Coordinator

Role & Responsibilities

As a Program Assistant, you are responsible for coordinating, communicating and facilitating summer programming for our campers and guests.

- Ensure the safety and health of all participants by following Covid response guidelines
- Assists with scheduling: personal time, and camper activities sign ups
- Manages camper paperwork (authorization forms), prepares and distributes bible study supplies,
- Additional responsibilities include Sunday: supporting staff meeting and registration, Thursday: preparing light service & final canteen, Friday: closing worship and camper departure
- Thorough knowledge of emergency procedures and applications
- Provide caring and engaged supervision of campers
- Preparing resources, spaces, and schedules for camper activities
- Execute basic first aid and emergency procedures to keep campers and community safe
- Invest in campers by building genuine relationships, promoting positive self worth, accompanying them through challenge by choice, affirming their gifts and skills
- Participate in staff meetings, community chores, the camp community and assist with small group Bible studies, Worship experiences, large group activities and games with the support of staff training and peers
- Offer exceptional hospitality to all participants

Job Qualifications

- At least 21 years old and graduation from High School required, some college or post high school experience preferred
- Experience working with youth and working on a team preferred
- Must be flexible and willing to adapt to changing responsibilities
- Desire to advance the mission of Crossways Camping Ministries

Essential Functions:

- Ability to adapt to change in plans, weather, schedule, calmly and effectively
- Ability to assist campers calmly and rationally in the event of an emergency
- Ability to prioritize tasks and maintain organization for administrative tasks
- Willingness to make phone calls and speak in front of groups

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