

2025 FERNCLIFF SUMMER STAFF



The 2025 Ferncliff Summer Staff will be an incredible opportunity to guide children and youth to a life of caring for Creation, others, and themselves. The summer staff who serve at Ferncliff this summer will live in Christian community, lead and mentor small groups of campers, and build relationships that change lives.



CAMP COUNSELOR

- Lead small groups of campers ages 5-17, supervising campers throughout all activities, meal times, worship, and overnight (as applicable)
- Facilitate recreation, nature exploration, community building, and small group activities, including instructing camp activities
- Prepare and lead daily Bible studies for small groups of campers
- Provide for the safety and wellbeing of campers, physically and mentally
- Work collaboratively with co-counselors and other staff

ESSENTIAL FUNCTIONS

- Be of Christian faith, willing to share that faith with others and to learn and grow alongside them
- Able to understand, relate to, and communicate well with children, youth, and adults
- Excited to work as part of a team and live as part of an intentional community, including living in cabins with others (campers and/or staff), eating meals in a large, noisy dining hall, etc.
- Flexible and open to change
- Able to lead and participate in physical camp activities, such as swimming, hiking, boating, and games
- Able to endure the rigors of the camp environment (work in a variety of environmental conditions including temperatures reaching 100+ degrees F, walk far distances, lift 35 pounds, etc.)
- Flexible to work days, evenings, and/or weekends
- Excited to work alongside others of varying backgrounds, experiences, and identities
- Willing to invest fully in this ministry, its facility, and its staff

SUMMER SEASON DATES

- All Summer Staff training **May 15-31, 2025**
- Summer Camp Season - Sunday-Friday from **June 1 to August 10, 2025**
- Lifeguard Certification Course offered May 11-14, 2025 (Outside lifeguard certification accepted. Cost of certification completed elsewhere can be reimbursed by Ferncliff.)

Time off requests may be negotiated before the start of the Summer Season and are not guaranteed.

COMPENSATION

- American Staff: salary between **\$360-\$410 per week**, based on position and relevant experience
- International Staff: salary (also called pocket money) as set by partner agencies
- On-site housing and meals provided, valued at \$5,000 for the summer.

Commuting Summer Staff must be 16 years or older. Commuting Staff must have reliable daily transportation. Residential Summer Staff must be 18 years or older. Each residential staff member will be provided with a bedroom/bathroom suite with one or two roommates, as well as a communal kitchen. Laundry facilities are available on-site. When working with overnight camps, staff members will stay in cabins with their small group of campers for a week at a time. Meals are provided whenever camp is in session.

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LIFEGUARD*

**Lifeguards must show proof of lifeguard certification or attend and pass Lifeguard certification course on-site.*

- Monitor the safety of groups while at waterfront areas including the pool or boating
- Review safety rules with groups and ensure the rules are followed in waterfront areas
- Clean and sanitize the waterfront areas

MEDIA

- Serve as photographer for camp activities, taking photos of all groups and activities
- Upload photos to online photo gallery on a daily basis
- Create weekly slideshow/videos to show families at the end of each camp session
- Create promotional materials for Ferncliff to use throughout the summer and following year, including photos and videos



ROVER

- Work behind the scenes to ensure a meaningful camp experience
- Support camp counselors and camper groups with coverage times and as needs arise
- Prepare materials and areas for group use
- Prepare and facilitate themed camp activities and large group evening activities
- *Rovers will be cross-trained as counselors and may fill in as camp counselors if needed.*

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- Excited to work as part of a **team** and live as part of an **intentional community**, including living in cabins with others (campers and/or staff), eating meals in a large, noisy dining hall, etc.
- Flexible and **open to change**
- Able to lead and participate in **physical camp activities**, such as swimming, hiking, boating, and games
- Able to endure the **rigors** of the camp environment (work in a variety of environmental conditions including temperatures reaching 100+ degrees F, walk far distances, lift 35 pounds, etc.)
- Flexible to work **days, evenings,** and/or weekends
- Excited to work **alongside others of varying backgrounds**, experiences, and identities
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SUMMER SEASON DATES

- All Summer Staff training **May 15-31, 2025**
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COMPENSATION

- Residential Staff: salary between **\$360-\$415 per week**, based on position and relevant experience
- Commuting Staff: salary between **\$13-16 per hour**, based on position and relevant experience
- Meals provided for all staff, on-site housing provided for residential staff, valued at \$5,000 for the summer.

Commuting Summer Staff must be 16 years or older when camp begins. Commuting Staff must have reliable daily transportation. Residential Summer Staff must be 18 years or older when camp begins. Each residential staff member will be provided with a bedroom/ bathroom suite with one or two roommates, as well as a communal kitchen. Laundry facilities are available on-site. Meals are provided whenever camp is in session.

2025 FERNCLIFF SUMMER LEADERSHIP



The 2025 Ferncliff Summer Staff will be an incredible opportunity to guide children and youth to a life of caring for Creation, others, and themselves. The summer staff who serve at Ferncliff this summer will live in Christian community, lead and mentor campers, and build relationships that change lives. The 2025 Summer Staff will be led by a core group of Leadership Staff. This leadership team will supervise counselors in their work with campers and in their specialty roles. The staff assigned to each leadership team member will rotate each week. Leadership Staff will be trained to substitute in any role, including Camp Counselor.



DAY CAMP COORDINATOR

- Serve as the **point person for the Day Camp program** - schedules, camper lists, parent communication, and day camp assigned staff
- Check campers in and out daily, greeting and **communicating with parents** at drop-off and pick-up times, and relaying any messages or concerns
- **Support assigned Day Camp counselors** each week, including leading Day Camp staff meetings and providing **back-up to counselors** as needed
- Ensure the overall quality of programming for Day Camp camper groups
- Assist in **planning the next week's** schedule, activities, and staff assignments
- Serve as a member of the Leadership Team, providing supervision and support to all counseling staff

OVERNIGHT CAMP COORDINATOR

- Serve as the **point person for the Overnight Camp program** - schedules, camper lists, parent communication, and overnight camp assigned staff
- **Support assigned Overnight Camp counselors** each week, including leading Overnight Camp staff meetings and providing **back-up to counselors** as needed
- Assist at Sunday check in and Closing Program, act as point person for campers arriving late or leaving early
- Ensure the overall quality of programming for Overnight Camp camper groups
- Assist in **planning the next week's** schedule, activities, and staff assignments
- Serve as a member of the Leadership Team, providing supervision and support to all counseling staff



CHRISTIAN EDUCATION COORDINATOR

- Oversee the **Bible Exploration and worship** elements of camp programming for overnight and day camp, including **supporting counseling staff** in their leadership of daily Bible Exploration blocks
- Serve as a **resource for any campers struggling with camp life**, which may include kids who stray from groups, kids who need help transitioning to new activities, kids actively melting down, kids who are not making friends, kids with differing identities, and kids with differing abilities
- Provide **pastoral care, nurture, and support** to the summer staff and campers
- Educate counselors and coordinators regarding **diversity and inclusion** strategies
- Ensure the overall quality of programming by supporting camper groups, support staff, and Leadership Team members as needs arise

2025 FERNCLIFF SUMMER LEADERSHIP



ACTIVITIES COORDINATOR**

- Serve as the **point person for large group activities** at camp, including evening activities and waterfront areas
- Prepare and facilitate **themed camp activities** for various camp themes
- **Support assigned lifeguards** each week, including providing back-up as needed. ***Must be a certified lifeguard.*
- Oversee assigned areas of camp, including regular inventory and cleaning
- As needed, **serve in other staff roles**, such as counselor, lifeguard, media, etc.
- Ensure the overall quality of programming for Day & Overnight camper groups
- Assist in **planning the next week's** schedule, activities, and staff assignments
- Serve as a member of the Leadership Team, providing supervision and support to all counseling staff



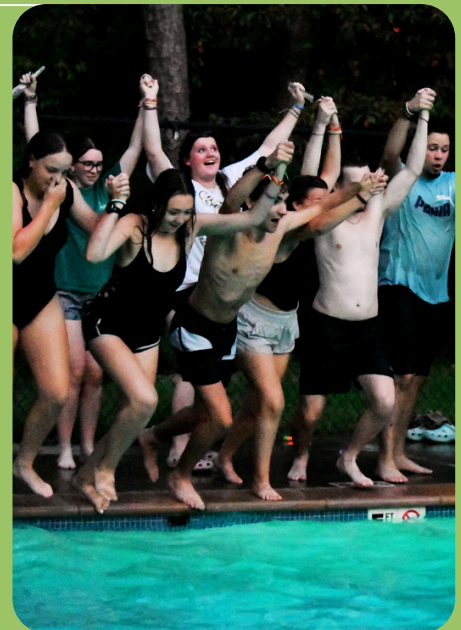
SUPPORT COORDINATOR

- Serve as the **point person for behind-the-scenes** needs at camp
- Responsible for the set-up and take-down of **specialty camp activities**, like carnival, silent disco, and campfire meals
- **Support assigned Media and Rovers** each week, providing back-up as needed
- Oversee assigned areas of camp, including regular inventory and cleaning
- As needed, **serve in other staff roles**, such as counselor, lifeguard, media, etc.
- Ensure the overall quality of programming for Day & Overnight camper groups
- Serve as a member of the Leadership Team, providing supervision and support to all counseling staff



SUMMER STAFF CHAPLAIN

- Provide **pastoral care, nurture, and support** to the counseling staff, including daily check-in times with camp counselors, cabin checks, and visits to camp groups
- Serve as a **resource for any staff struggling with camp life**, which may include staff struggling with mental health, being away from home, spiritual or religious backgrounds, working in a team, and adjusting to camp's environment
- Lead **devotions** for young adult counseling staff, providing for their spiritual and personal development throughout the summer
- Operate as the **liaison for the weekly volunteer chaplain(s)**, working with them to create meaningful, creative, relatable, and unique worship experiences for campers - including leading music and/or recruiting staff to sing or play musical instruments for worship
- Work alongside the Christian Education Coordinator in **supporting counseling staff** in their leadership of daily Bible Exploration blocks
- Ensure the overall quality of programming by supporting camper groups, support staff, and Leadership Team members as needs arise



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- Flexible to work **days, evenings, and/or weekends**
- Excited to work **alongside others of varying backgrounds**, experiences, and identities
- Willing to **invest fully** in this ministry, its facility, and its staff
- Able to **lead small groups of young adults**, acting as mentor, guide, and supervisor

SUMMER SEASON DATES

- Leadership Staff training **May 8-14, 2025**
- All Summer Staff training **May 15-31, 2025**
- Summer Season - Sunday-Friday from **June 1 to August 10, 2025**
- Lifeguard Certification Course offered May 11-14, 2025 (Outside lifeguard certification accepted. Cost of certification completed elsewhere can be reimbursed by Ferncliff.)

Time off requests may be negotiated before the start of the Summer Season and are not guaranteed.

COMPENSATION

- Leadership Staff: salary between **\$380-\$425 per week**, based on position and relevant experience
- Meals provided for all staff, on-site housing provided for residential staff, valued at \$5,000 for the summer.

Each staff member will be provided with a bedroom/bathroom suite with one or two roommates, as well as a communal kitchen.

Laundry facilities are available on-site. Leadership Staff may be housed separately from the Counselor Staff. Meals are provided whenever camp is in session.

Leadership Staff preference given to candidates over the age of 21 with previous camp experience. Preference for Chaplains given to seminary or divinity school students. Leadership Staff positions are eligible for internship credit.