



**Lutheran Camp Chrysalis**  
391 Upper Turtle Creek Road  
Kerrville, Texas 78028  
Phone (830) 257-6340



**Ebert Ranch Camp**  
752 Ebert Lane  
Harper, Texas 78631  
Phone (830) 864-4669



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## CROSS TRAILS MINISTRY

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Summer Camps ★ Retreats ★ Expeditions

Dear Potential Staff Members, Interns and Students,

Camp is not just a summer job, but an experience and ministry that make a difference! Cross Trails Ministry is in search of the finest individuals who are interested in being an important part of the Summer 2018 Ministry Team. Come join us and have a direct impact on a young person's life.

All camping programs with Cross Trails Ministry are based on our mission – to provide unique settings and experiences in which youth, adults and families are strengthened in their relationship with Christ, each other, the church and community. We strive to grow a positive, Christian community among staff and campers – a place where all are accepted and loved for who they are.

### Programs

Cross Trails Ministry consists of two site camps and several off-site programs. In all programs campers learn through consensus and cooperation, participate in planning their activities for each day, and learn experientially.

- **Camp Chrysalis** provides quality Christian camping experiences for youth in a traditional setting. Cabin groups function within “villages” that participate in a community centered in Christ while swimming, hiking the bluff, canoeing, climbing the rock wall and zip lining, and many other camp activities.
- **Ebert Ranch Camp** hosts a smaller, more intimate Christ-centered community on its 465-acre Hill Country ranch. This experience includes horseback riding, a high ropes course, stargazing, swimming, and cooking out along with all the traditional camp activities. Previous ranch experience is not necessary!
- **Day Camp** provides a camp experience for younger children at their home congregations around the Hill Country and South Texas. Campers in grades K-5 experience arts and crafts, Bible studies, games, songs and more without leaving their home community.
- **Off-Site** experiences include our Beach Camp, Trek Program: a multi-day backpacking and camping program., as well as Urban Plunge: a servant opportunity in downtown San Antonio. This program gives freedom and a chance to see a lot of programming as staff travel every week of the summer.

Throughout summer, staff members have the opportunity to work at more than one site. A preference listing is given to staff members during staff training to tell us where the staff member would like to serve during the summer. Though not all requests can be honored, we strive to make as many possible as we can.

### Location

Both site camps are located near Kerrville, in the beautiful Texas Hill Country, approximately 1 ½ hours from both San Antonio and Austin. Off-site travel programs allow staff to explore other areas throughout south-central Texas.

### Positions

Our ministry team is made up of people with a large variety of skills, interests and responsibilities. A complete list of available positions is included in this application packet.

### Schedule

The summer camping season begins with general staff training from May 27 through June 8, 2018. Leadership staff training will begin earlier. Campers begin arriving on June 10, and the season ends on August 11. During our 9-week camping season, staff members generally work Sunday noon through Friday evening, with weekends off for rest and recreation. For any additional days off, staff must request dates by their time of hire. Other dates may not be accepted.

## We Welcome Both New and Returning Staff Members

The summer of 2018 will be different from every summer before because of the mix of new and returning staff. Each year a group of individuals comes together to form a unique community based on God's love for us and our call to love each other. Each individual brings different gifts, and your gifts are needed to influence the many different campers who will come to camp.

Returning staff members help in shaping the ministry and community at Cross Trails Ministry. They continue to learn and grow emotionally, physically and spiritually through new experiences and friendships. Returning staff use their knowledge and experiences to impact the lives of campers, sponsors and staff. Everyone will participate in prayer, worship and service, experience frustrations and joys, and take time for play and hard work.

## Compensation

Staff stipends are based on camping leadership experience and job responsibility. Please remember that all stipends are in addition to housing, meals, and the experience of a lifetime! Staff will earn approximately \$2,200 for the summer, plus training, room and board. Specialized positions earn a higher stipend. Each year's additional camp staff experience in a similar job (with any camping organization) will add an additional \$100. Missed days of staff training or work will be prorated.

## Internships and Practicums/Field Work

Internships are given to students who work on our Leadership team as an Assistant Program Director at Camp Chrysalis or Ebert Ranch Camp or one of our Day Camp Directors. The Ropes Course Coordinator could also be considered for the Internship. Our 600 hour program will fulfill most internships and give the interns a chance to supervise and lead summer staff, plan trip and travel experiences for campers, plan and manage off site location camps, and more. Internships are paid and all necessary training is provided.

Practicums or Field Work are given to students in one of our many summer jobs. Camp Counselors, Lifeguards, Ropes Course Coordinators, and more can earn 240 hours of work experience in a recreation field and earn college credit. Our jobs give you the chance to obtain hands-on experience in parks, recreation & leisure services delivery, observe parks, recreation and leisure service professionals in a work setting, and develop a better understanding of your professional interests and needs. All practicums are paid positions.

## How to apply

1. Fill out the application TODAY, complete it **online** at [www.crosstrails.org](http://www.crosstrails.org) or print it off the website and mail or fax it to the Kerrville office.
2. Arrange to have three reference letters on file with us. Please place your name on the top of each and give the attached forms to your references. Have the references mailed directly to us.
3. After we receive your application and letters of reference, we will call you to arrange for an interview.

If you seek the experience of a lifetime, apply here. Our staff is challenged all summer to grow physically, emotionally, intellectually, and spiritually in ways they never thought possible. We want people who want to know what it means to serve, struggle with what they want to do and be, and are willing to let God's love shine through them in service to young people. It will be a summer you'll never forget.

Please contact us at the Cross Trails office if you have any questions about joining the summer ministry team.

God's Peace,



Jay Miller  
Director  
Camp Chrysalis



Jessica Pina  
Outreach Director  
Day Camp and  
Expeditions



Brandon Bassinger  
Adventure Director  
Texas Trek, Beach Camp,  
and Urban Plunge



Stephen Krupicka  
Director  
Ebert Ranch

# Summer Staff Application for Employment

## Cross Trails Ministry

Lutheran Camp Chrysalis • Ebert Ranch Camp • Off-Site Programs

391 Upper Turtle Creek Road Kerrville, Texas 78028

830.257.6340 Phone • 830.257.3060 Fax • www.crosstrails.org



### Personal

Date of Application \_\_\_\_\_

Last Name	First Name	Middle	Referred by
Your Mailing Address while attending School	City	State	Zip
Date Through Which School Address/Phone are Valid			Cell Phone
Parent/Permanent Address	City	State	Zip
Social Security # (optional)			Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female
Age <input type="checkbox"/> Under 18 <input type="checkbox"/> 18+ <input type="checkbox"/> 21+	Date of Birth (optional)		Best Way to Contact You
Polo Shirt Size (optional): T-Shirt Size (optional): Cut Preference (Unisex or Women's):		Home Congregation	City
Have you ever previously applied for employment with us? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, list year(s)			

Position(s) Applying For: Rank in order of preference (1, 2, 3...)

All Sites	Ebert Ranch - Support Staff	Lutheran Camp Chrysalis - Support Staff
<input type="checkbox"/> Cabin Leader	<input type="checkbox"/> Assistant Program Director	<input type="checkbox"/> Assistant Program Director <input type="checkbox"/> LYLE Coordinator
<input type="checkbox"/> Volunteer	<input type="checkbox"/> Wrangler	<input type="checkbox"/> Ropes Course Coordinator <input type="checkbox"/> Media Coordinator
<b>Day Camp</b>	<input type="checkbox"/> Ropes Course Coordinator	<input type="checkbox"/> Outdoor Recreation Coordinator <input type="checkbox"/> Worship/Music Coordinator
<input type="checkbox"/> Day Camp Director	<input type="checkbox"/> Lifeguard/Support Staff	<input type="checkbox"/> Lifeguard/Head Lifeguard <input type="checkbox"/> Maintenance Assistant
<input type="checkbox"/> Day Camp Staff	<input type="checkbox"/> Outdoor Recreation Coordinator	<input type="checkbox"/> Woodcarver/Arts and Crafts Coordinator <input type="checkbox"/> Pottery/Arts and Crafts Coordinator
<b>Off-Site</b>	<input type="checkbox"/> Health Care/Media Coordinator	<input type="checkbox"/> Health Care Coordinator/Nurse <input type="checkbox"/> Head Cook, or Assistant Cook
<input type="checkbox"/> Off-Site Coordinator	<input type="checkbox"/> Head Cook	<b>Former LYLE IIIs</b> <input type="checkbox"/> Camphand/Ranchhand
<input type="checkbox"/> Beach Camp Cook		

### Previous Camp Experience and Ministry Skills

<input type="checkbox"/> Camper	<input type="checkbox"/> Staff	Where?	# Years:
Describe your experience in three words:			
Please List any applicable Certifications you currently hold (CPR/First Aid, Lifeguard, CHA, High Ropes, RN, etc.)			
<input type="checkbox"/> Foreign Language	<input type="checkbox"/> Musical Instruments	<input type="checkbox"/> Low or High Ropes Facilitation	<input type="checkbox"/> Singing/Song Leading
<input type="checkbox"/> Photography or Videography	<input type="checkbox"/> Large or Small Group Leading	<input type="checkbox"/> Arts and Crafts	<input type="checkbox"/> Archery
		<input type="checkbox"/> Horsemanship	<input type="checkbox"/> Drama/Storytelling
		<input type="checkbox"/> Other	

## Short Answer Questions

Why do you want to be part of a Christian camping ministry?

The mission of Cross Trails Ministry is to provide unique settings and experiences in which youth, adults, and families are strengthened in their relationship with Christ, each other, the church, and community. Do you agree with our mission statement?  
 Yes  No

Tell us what you know to be true about God and Jesus? How does this affect your daily life?

## Work and Volunteer Experience

List last 3 jobs including present employment. List any other applicable jobs or volunteer experiences if you do not have 3 previous employers.

Employer	Position	Dates	Reason for Leaving	Responsibilities

## References

List three references here. One must be your parish pastor, campus pastor, or youth director, one must be your most recent employer/supervisor, and the other may be anyone that can verify your experience in working with youth, work ethic, or character (teachers, supervisors, volunteer coordinators, etc.) Please do not include relatives, college friends/roommates, etc. If you do not have a previous employer, please get two professional references. Give each reference a copy of the Reference Form included in this application and ask them to mail or fax it to the Cross Trails Ministry Office. Children of clergy must have a pastor other than their parent complete a reference form.

<b>Parish Pastor or Youth Director</b>	Parish Name	Phone (    )
	Address	Name of Reference
	Title/Position	May we contact this reference? <input type="checkbox"/> Yes <input type="checkbox"/> No      _____ (please initial)
<b>Current / Most Recent Employer</b>	Company Name	Phone (    )
	Address	Supervisor
	Job Title	May we contact this reference?
	Employment Dates	<input type="checkbox"/> Yes <input type="checkbox"/> No      _____ (please initial)
<b>Professional Reference</b>	Organization Name	Phone (    )
	Address	Name of Reference
	Job Title	May we contact this reference?
	Dates of Experience	<input type="checkbox"/> Yes <input type="checkbox"/> No      _____ (please initial)

Driver's License #: \_\_\_\_\_ State: \_\_\_\_\_ Other states lived in since the age of 18: \_\_\_\_\_

Have you ever been convicted of a crime?  Yes  No

Have you ever been accused or convicted of a child abuse or any sexual abuse offense?  Yes  No

If you answered YES to any of the above questions, please explain convictions, dates, and circumstances.

## Background Information

Applicants must be 18 years old or older before June 5 of the application year. Camphands are eligible after completion of 11th grade. Applicants must be able to pass a criminal background check, national sex offender public registry, and drug test upon arrival to camp. CPR/First Aid Certifications and a valid driver's license are required for some employees.

## Basic Qualifications and Job Functions

Camp life is very strenuous. Your job duties may require you to traverse approximately five miles per day over rough, natural terrain while supervising campers most of the day. You must possess the stamina to implement the camp program and daily activities over an extended period of time and also the flexibility to take on duties not specifically assigned to you if needed. You will be living in a communal environment and are expected to provide a wholesome environment in which campers experience success. You are expected to maintain a positive example in personal life and daily living situations which demonstrates a loving and positive attitude towards campers and others.

- Can you perform the essential functions of the job for which you have applied, with or without reasonable accommodation?  Yes  No
- Have you read the job(s) description for the job(s) for which you have applied?  Yes  No

Serving a summer with Cross Trails Ministry is a commitment to working each week from Sunday through Friday from June 10-August 11. However, if a staff person can only commit to part of the summer, it is that staff member's responsibility to make the supervisor aware and arrangements can be made. Staff are required to attend staff training two weeks prior to the opening of the camping season. Staff training begins on May 27 unless in a specialized job which requires more intensive training.

- Are you able to attend the entire staff training and summer camping season? All time off must be submitted by the time of hire.  Yes  No (if no, please explain and specify dates below)

## Employment Disclosure

When employment requires working in close proximity of children, Texas law provides for the furnishing of conviction records relating to crimes involving drugs, sex, and violence. Criminal records are checked before employment.

I certify that the answers given herein are true and complete to the best of my knowledge.

I authorize the investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision, including a criminal background history check.

The applicant understands that neither this document nor any offer of employment from the employer constitutes an employment contract unless a specific document to that effect is executed by the employer and employee in writing.

I consent to Camp taking pictures, audio tapes and /or video tapes of my participation in all camp programs and activities and the camp's use of same in camp publications or publicity that is in the interest of camp.

In the event of employment, I understand that false or misleading information given in my application or interview may result in termination of employment. I also understand that I am required to abide by all policies and procedures of the employer.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

*We consider all applicants for all positions without regard to race, color, sex, national origin, or the presence of a non job related handicap. It is recognized and accepted that a camp operated either by or on behalf of an established church or for a bona fide religious purpose will consider religious views in employment.*

# Request for Reference

## Cross Trails Ministry

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**\*Confidential\***

The person named below is applying through Cross Trails Ministry for a Summer position at Lutheran Camp Chrysalis, Ebert Ranch Camp, or Day Camp programs. Each of these camps offer Christian youth summer programs. We are looking for mature, responsible persons to work with both young people and adults. Our staff lives closely with others and must be willing to challenge themselves spiritually, physically, and emotionally.

Your name has been given as a reference for this applicant. We appreciate your time and consideration in completing this form. Our supervisory staff may make a follow-up phone call at a later time. All responses will be kept confidential.

### To Be Completed by the Applicant

Printed Name of Applicant: _____
Phone Number of Applicant: _____
Email Address of Applicant: _____
Printed Name of Reference: _____
Position/Title/Relationship to Applicant: _____
I hereby authorize the above request for information, and release all parties from liability for any damage that may result from furnishing this information. I understand that the information given will be kept confidential between Cross Trails Ministry and the Reference.
<b>Signed:</b> _____ <b>Date:</b> _____

### To Be Completed by the Reference

How well and in what capacity do you know the applicant?	
If you are a past or present employer of the applicant, please complete the following:	
Dates applicant was employed: _____	
Name of organization/company: _____	
Position and responsibilities: _____	
Reason for leaving (if applicable): _____	
Would you rehire? <input type="checkbox"/> Yes <input type="checkbox"/> No If no please explain: _____	
Would you feel comfortable with the applicant caring for children?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has the applicant, to your knowledge, used alcohol to excess or illegal drugs? If yes, please explain.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you aware of any inappropriate sexual contact or physical abuse between the applicant and any person with whom he or she has worked or volunteered? If yes, please explain.	<input type="checkbox"/> Yes <input type="checkbox"/> No

The Mission of Cross Trails Ministry is to provide unique settings and experiences in which youth, adults, and families are strengthened in their relationship with Christ, each other, the church and community.

We desire to nurture and encourage the following values in our staff. Please rate the reference upon their abilities in the following characteristics.

Qualities	Superior	Good	Average	Fair	Poor	Not Observed
<b>Be Christ-Centered:</b> To strive to be more like Christ on a daily basis, focus on Christ in every activity and pray and praise continuously						
<b>Be Mission and Vision Oriented:</b> To know and support the mission and vision of an organization, refer to the mission and vision when making decisions, and integrate the mission into daily life						
<b>Live and Work in Community:</b> To respect, honor and encourage others as fellow members in the community, use the ability to listen and share, and use positive conflict management techniques						
<b>Act as a Facilitator:</b> To lead by example and by words, teach life-long skills and activity-specific skills, and manage behavior of groups and individuals						
<b>Have a Positive Attitude:</b> To express enthusiasm and joy for all activities, praise God for the blessings we see everyday, and spread this enthusiasm and joy to others						
<b>Be a Servant:</b> To show extreme hospitality to our guests through attitude and preparedness, willingly serve each other as co-workers in Christ, and think of others before you think of oneself						
<b>Focus on the Others:</b> To think of others' needs above one's own, maintain one's cool under pressure, and care for and get to know each camper as an individual						
<b>Take Creative Initiative:</b> To step up to accomplish what needs to be done, see new ways to accomplish tasks, and be flexible with schedules, activities and people						
<b>Care For Self:</b> To provide for one's own spiritual growth through prayer, study and praise, get enough sleep, food, and "you" time, and keep oneself physically, emotionally, mentally, and spiritually healthy						
<b>Provide for Health and Safety:</b> To watch for and attempt to avoid health and safety risks, provide proper supervision of others, and complete necessary paperwork and reporting						

Please Feel Free to make Additional Comments below regarding any of the aforementioned topics or other information you would like to provide.

Recommendation:

HIRE

QUESTIONABLE

CANNOT RECOMMEND

Your Name: \_\_\_\_\_ Position: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Good Times to Call: \_\_\_\_\_

Address: \_\_\_\_\_ City, State, Zip: \_\_\_\_\_

*An expedient reply is requested as the applicant cannot be considered for employment until this form has been completed and returned to the camp office. We appreciate your time!*