



## **Corporate Office and Agapé Office**

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## **Kure Beach Location**

PO Box 611 ♦ Kure Beach, NC 28449

Phone: (910) 458-0783 Email: [kurebeach@agapekurebeach.org](mailto:kurebeach@agapekurebeach.org)

[www.agapekurebeach.org](http://www.agapekurebeach.org)

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Dear Prospective Summer Staffer,

Thank you for considering Agapé ☩ Kure Beach Ministries as a place to serve this summer! If you're ready for an exciting, challenging, and rewarding summer, Camp Agapé may be just the place for you. We need good people like you to make this ministry happen!

It is our pleasure to give you this application kit. Please look over the enclosed information. If you have any concerns or questions, feel free to contact us.

If, after studying this material, you are interested in joining our staff team, please complete the application and return it to Camp Agapé by March 15, 2017. Positions are filled on an immediate basis. We encourage you to send in your application ASAP, before all positions are filled. All program-related positions will require an interview. Final notification about positions will be made as positions are filled. When hiring for the summer staff team we seek diversity of skills, backgrounds and personalities. These diverse abilities help us to meet the individual needs of campers in our program.

We hope you will seriously consider joining us this summer. This is an opportunity for you to experience God in a powerful way, working in and through you to love God's people. We need dedicated, flexible people to carry out our mission. If you are looking for an opportunity to make a difference in the lives of others, we have the adventure for you!

Enclosed you will find the following:

Agapé ☩ Kure Beach Ministries is ....

Reflections of Recent Staff Members

Brief Summer Program Description

Vital Statistics

Job Description Summary

Staff Positions & Salary Guidelines

Application / Reference Forms

Shalom,

Randy Youngquist-Thurow, AIM  
Executive Director, CCD

Ava Whitehead  
Program Director

## **AGAPÉ † KURE BEACH MINISTRIES IS....**

- Two diverse and beautiful sites:

**Camp Agapé** is located 23 miles southwest of Raleigh, NC near Fuquay-Varina.

Agapé rests on 624 acres of beautiful wooded rolling hills and valleys on the Cape Fear River. Agapé can accommodate up to 72 overnight guests during the summer. The site includes two retreat facilities, a newly constructed dining hall, a family campground, small lake, pool, nature center, group challenge course, zip-line, mudpit, several outdoor worship areas, miles of hiking trails, and recreational fields.

**Kure Beach Lutheran Center** is located at Kure Beach near Wilmington, NC.

Kure Beach Center overlooks the grand Atlantic shores in a small family-oriented community. The site boasts an oceanfront retreat. Kure Beach Center facilities can accommodate up to 48 overnight guests.

- A place to learn, grow, and share with others.
- An outdoor ministry of the Evangelical Lutheran Church in American (ELCA) supported by the North Carolina Synod.
- An extension of over 200 Lutheran congregational ministries in North Carolina. Through Christ-centered programming, Agapé † Kure Beach Ministries seeks to meet the needs of the people of these congregations and surrounding communities.
- A camp, conference, and retreat facility established in 1974 to serve youth and adults in the region. Presently the facility serves over 11,000 individuals each year.
- A year-round program site with 5 full-time and 10 part-time staff committed to serving our guests.
- An Outdoor Ministry with a reputation for program excellence in ministering to the needs of our guests.
- A place where individual gifts and talents are held up and self-value is built.
- People brought together with a common goal of sharing the Gospel story and "experiencing the spirit" with young and old alike. This is much more than a place.
- Mature Christian people willing to share the Gospel message through experiential Bible Study, worship, recreation, and small group-living during the camping season.
- God's people working, playing, and worshipping in a unique place with a unique message and purpose.
- The people of God called to a special place apart knowing that they can and do make a difference in God's world
- People committed to ministry.

*“Experience the Spirit — Christ, Creation, Community”*

# So you're wondering...

*"Is a summer camp job for me?"*

or

*"Why should I choose Agapé ☩ Kure Beach Ministries  
over other opportunities?"*

Please read the following reflections of past summer staff members...

(excerpts from staff evaluations--used with permission)

*"This has been the MOST rewarding job I have ever undertaken."*

*"I think that we had an incredible staff with a very good sense of teamwork and unity. We could talk openly with one another and discuss and help one another with camper and personal concerns. Our faith was our ultimate common bond."*

*"Agapé is such a beautiful place to be. It was easy to relate the surroundings to a sense of spirituality."*

*"I have always worked with children- mostly young children- but I never knew how much an experience at Agapé could affect an individual."*

*"Overall, it was one of the greatest experiences of my life."*

*"This summer has meant more to me than I could ever express."*

*"It's overwhelming when I try to think about everything I felt over the summer. After leaving Agapé, I feel like a better person and I have a better perception of who I am and how I want to be. I am more aware of the role God plays in my life and others, and I am also more aware of the power of prayer."*

*"God truly walked in these woods this summer."*

*"Experience the Spirit — Christ, Creation, Community"*

# SUMMER PROGRAMS

## Day Camps

*Campers entering grades 1-8*

Hold on to your hats as you embark on a fast-paced program that brings the best of camp to congregations across the state of North Carolina. Each Sunday afternoon, Day Camp teams travel to congregations across the state of North Carolina. Each day the hosting church opens its doors to elementary and middle school campers from the surrounding community and their own congregation for a wild week of building relationships, experiencing games, nature, crafts, songs, puppet shows, and bringing stories of the Bible to life. Food and housing for Day Camp teams is provided by the host congregation. Day Camp teams travel back to Camp Agapé on Friday afternoon. Because we serve so many congregations with our Day Camp program, half of each counselor's summer weeks will likely be spent working a Day Camp. (Off-site program – 25 or more of these during the summer)

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Nearly all residential (on-site) programs are six-day sessions. They begin Sunday at 3:00 p.m. and close Friday afternoon by 3:00 p.m.

## Upper Elementary & Middle School Programs

### YOUNG FOLKS 1/2 WEEK:

*Campers entering grades 2-4*

The youngest campers attending camp come to Young Folks 1/2 Week! The campers may be smaller, but the all of the fun is still HUGE! All of the great camp experiences packed into 2 nights/3 days. (On-site - two 1/2 weeks offered)

### PRIME & CLASSIC CAMPS:

*Campers entering grades 3-6 & grades 6-9*

Lead a small group of campers through a week filled with all the great traditions in camping. Campers form a tightly knit community bound for 6 days of adventure, including: cool crafts, nature discoveries, fantastic games, Bible study, worship, and new friends. Each day includes a variety of experiential activities based on a daily theme. (On-site -three weeks)

### HORSE CAMP:

*Campers entering grades 4-7 & 6-9*

Campers spend two hours a day during the week learning about horses and riding skills at a local stable. During the week campers prepare for a Friday horse show. Share quality time with your friends and experience the wonders of camp through campfires, Bible Study, nature activities games and more. (On-site - Offered 2 weeks)

### SURF CAMP

*Campers entering grades 7-9 and 10-12*

Campers spend a week learning how to surf! Spend some of the day surfing and other parts exploring the surrounding area of the beach. This week begins and ends at Kure Beach. Join us for fun in the sun as we plunge into some beach living. Ready to catch a wave? (On-site program at Kure Beach – both age groups offered the same week: Sunday - Thursday)

### MOONLIGHT & NIGHT OWLS:

*Campers entering grades 6-9 and 9-12*

Stay up all night! Campers gradually stay up later each night until a full night up, then the we wind back to a normal hour. It's like a normal week of camp except every thing happens at night(On-site – Offered 1 week)

### OUTPOST ADVENTURES

*Campers entering grades 8-12*

Outpost adventures campers will enjoy the beauty of God's creation all day and all night as they live in the Outpost campsite and cook some of their meals each day. Campers will journey through camp to all of their favorite activities like swimming, games, canoeing, ziplining, and worships before making it back to their wilderness home for the evening.

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## *Summer Programs continued...*

### **CRAFT CAMP:**

*Campers entering grades 4-7*

Campers will have opportunities to spend extra time in a favorite place, the craft cabin. Creativity will be explored and exercised while also learning new skills. (On-site – offered one week)

### **MODEL ROCKETRY:**

*Campers entering grades 5-10*

Campers blast off for a week of friends, faith and fun. Participate in regular camp activities, add several hours of model rocket building, and launching each day for a high flying camp week. (On-site – offered 1 week)

## **Congregation sign-up Programs**

### **BUILDING YOUTH GROUPS (BYG):**

*Campers entering grades 3-6*

Building Youth Groups (BYG) is the theme for this church youth group based program. Youth leaders bring a group of elementary youth from their church for a week of camp. The campers get to experience all of the fun of daily camp life while getting to know the people in their youth groups better. A chunk of time is set aside each day for the youth leader to build community within his/her own youth group. (On-site - Offered one week)

### **CAMPFIRMATION:**

*Campers entering grades 6-9*

Impact the life of a middle-schooler! Campers' time will be divided between classes that are taught by pastors, and zany activities, group building, worship, campfire, and FUN led by Agapé staff. Build some great relationships and share your faith with kids who need that role model. (On-site program – offered 4 weeks)

### **SERVANT EVENTS:**

*Campers entering grades 9-13*

Campers from across the United States gather at Kure Beach for an introduction to a lifestyle of Christian service. Campers are immersed in a variety of service experiences while enjoying the attractions of the beach community. (Offered 3 weeks, each week being Sunday - Friday)

## **STAFF IN TRAINING (SIT) – 2 types of SIT programs (Leadership development):**

### **SERVANTS:**

*Campers entering grades 9-10 – Service Experience*

*(Servants is a strongly suggested pre-requisite to be in the Leaders program)*

Campers experience camp not for themselves, but to serve others. Help prepare food for other campers on a pack-out, build campfire to be used by other campers that night, trim a trail or help spread woodchips, and lots of other helpful projects indoors and outdoors at camp! (On-site program – one week)

### **LEADERS:**

*Campers entering grades 11 – 12 and 1<sup>st</sup> year at college – Leadership Experience*

This two-week program teaches campers leadership skills. Staff guide SITs in how to directly lead campers in Bible Studies, worships, campfires, and games. Week one is a training week observing current staff and learning portions of the summer staff manual. During their second week, SITs practice what they've learned and are paired with a summer counselor in a camper cabin. (On-site – two weeks)

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# VITAL STATS - AGAPÉ † KURE BEACH MINISTRIES

<b>Staff Training:</b>	Begins June 4, (runs 13 days)
<b>Employment Period:</b>	June 4 - August 15 or 18, 2017
<b>Camp Sessions:</b>	Sunday afternoon through Friday afternoon
<b>Staff on Duty:</b>	Sunday at noon through Saturday morning
<b>Style:</b>	Small group camping, 5 - 8 kids per counselor
<b>Max. Campers:</b>	On-site programs average 40 campers per session; Day Camp - up to 32 campers per week
<b>Total Summer Staff:</b>	32 (Wonderful people)
<b>Total Year Round Staff:</b>	14 (including part-time & full-time)
<b>Age Group Breakdown:</b>	Young Folks - entering grades 2-4 BYG - entering grades 3-6 Prime - entering grades 4-6 Classic - entering grades 6-9 Senior High - entering grades 9 -13 Day Camp - entering grades 1-8

Each week we will run between 4 and 7 different programs, over half of these programs are Day Camps  
Each week 3/4 of our summer staff will serve on a Day Camp team.

**Activities:** Nature Hikes, Swimming, Canoeing, Fishing, Archery, Pack-outs at Outpost site, Crafts, Sports (Basketball, Volleyball, Soccer, etc.), New Games, Low Ropes Challenge Course, Zip-line, Rock Range, and whatever other wild activities staff comes up with.

**Bible Studies:** Done experientially, they are fun and we teach you how to lead them effectively.

<b>Camp Schedule:</b>	<u>RESIDENT CAMP (Sun-Fri)</u>	<u>DAY CAMP (Mon-Fri)</u>
<b>Campers arrive:</b>	Between 3:30 and 4:30 p.m. Sunday	Daily - 9:00 a.m.
<b>Campers depart:</b>	Between 2:00 and 3:00 p.m. Friday afternoon	Daily - 3:00 p.m.

## Basic Monday to Friday Residential Camp Daily Schedule

7:30	Rise
8:00	Breakfast
8:45	Rally Time (Singing, and set the theme for the day)
9:15	Cabin Clean Up
10:00	Cabin group activity, or Bible Study time
11:00	Cabin group activity, or Bible Study time
12:15	Lunch
1:00	Cabin group building time
2:15	Pool/Crafts/ Camp Store opens
4:30	Cabin rest time
5:30	Dinner
6:30	Worship
7:15	Camp game/Evening event
8:00	Store opens/Game or Hang Out
8:30	Campfire
9:30	Candlepower

The above schedule is rough and does not include special programs, nor does it include our special all camp events.

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# AGAPÉ ✝ KURE BEACH MINISTRIES

## SUMMER JOB DESCRIPTIONS - SUMMARIES

**Team Leader:** At least 21 years old, camp experience, and strong leadership skills.  
Responsibilities – To live in intentional community as role model to counselors; develop leadership skills in & bring out other gifts in staff members; and work as servant to staff, providing necessary organization, program materials, encouragement, & evaluation. Primarily involves off-site day camps, and includes on-site residential programs.

**Counselor/  
Day Camp Staff:** At least 19 years of age with one year of college or work experience.  
Responsibilities - To live in a small group of 6-9 campers as their guide and role model for the week on site; work off-site with children K-8 at Day Camp (five days 9:00 am – 3:00 p.m.). Half of each counselor's summer weeks will likely be spent working a Day Camp. Lead Bible studies, worship, recreation, crafts, songs, and creative fun. Be part of a small staff community, and share in community-living responsibilities. Shape lives and “make a difference” while having the best time of your life.

**Support Staff:** Prefer 17 years of age, 16 year olds may be considered. Can involve organizing and leadership in any of the following areas: Kitchen, Crafts, Store, Lifeguarding, Archery instructor, Photography, and Maintenance. Must be self-motivated and love doing things for others. Some record keeping and organizing, lots of smiles, positive attitude, and energy needed. May include the possibility of serving as a day camp staff person for a week during the summer.

**Support Staff Roles Include** (*all Support Staff have Kitchen responsibilities*):

**Lifeguard:** Must hold a current Red Cross life guarding certificate or equivalent. Responsibilities – Oversee the safe operation of the pool and lake, as well as the boating program. Lifeguards will supervise all swimming pool and boating activities on our lake. Assists with chemical monitoring, record keeping, and maintaining a clean and safe pool facility.

**Kitchen Staff:** Works with cooks to prepare and serve excellent meals. Involves food prep, clean-up, recycling, composting, and providing a clean and safe dining room, service area and kitchen. Also involves pack-out and snack prep.

**Craft Staff:** Involves leading and teaching craft projects to campers and staff while maintaining the craft room and its supplies. Responsibilities to include: organizing craft projects, inventory of supplies, recording sales, leading campers and staff in craft projects, and restocking Day Camp Crafts bins.

**Store Manager:** Maintain a clean, organized and well-stocked camp store and inventory at both locations. Handle the store book, Sunday check-in and store refunds.

**Archery Instructor:** Must be a certified archery instructor or willing to work towards certification. Lead cabin groups in safe archery instruction as requested. Monitor and maintain the range, shed and equipment.

**Photographer/ Social Media:** Take photos during the week of campers and edit them as needed. Additionally this person will handle all email contacts with campers and parents weekly.

**Maintenance/Trail Master Staff:** Involves helping to keep the grounds and facilities safe and clean for all guests. Responsibilities to include: mowing, trash pick-up, cleaning, repair and general maintenance. Trail clearing and trimming.

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# 2017 STAFF POSITIONS AND SALARY GUIDELINES

#	Position	Weekly Salary	Employment Dates
5	Team Leaders	\$250.00-\$265.00 per week	May 30 - Aug. 15
20	Counselors/ Day Camp Staff	\$225.00 per week	June 4 - Aug. 3 or – Aug. 15
2	Lifeguard (Pool front, Lakeside)	\$215.00 per week	June 4- Aug. 18
3	Support Staff (Photography/Social Media, Kitchen, Archery, Craft)	\$215.00 per week	June 4 - Aug. 15

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## INFORMATION

**Contracts:** Most positions are **contracted from June 4<sup>th</sup> to August 15<sup>th</sup>**.  
Summer staff begin to depart on August 15<sup>th</sup> or 18<sup>th</sup>

**Salary and Benefits:** Each staff person receives a weekly salary plus room and board. Worker's Compensation Insurance is also provided. The salary is paid every two weeks. The 13-day staff-training period is paid as one contracted week, and each staff member will be trained in Red Cross 1<sup>st</sup> Aid and CPR at no cost to you.

**Time Off:** Each staff person receives 24 hours off each week. For most staff this is from Saturday morning to Sunday at noon.

Employment periods may vary some as needed. If a student has been given minimum summer earning figures to receive financial aid in the following school year, please carefully consider the fact that you are also compensated by receiving room and board from Agapé ☩ Kure Beach Ministries during your employment period. Agapé + Kure Beach Ministries is an at will employer.

**All staff are required to have a bank account in order to receive direct deposit paychecks.** This is the only way staff will be paid.

All staff are required to participate in criminal history and sexual abuse background checks. References are required, and forms are provided to the applicant for distribution. Staff who may drive camp vehicles will be required, in advance of actual employment dates, to provide Agapé ☩ Kure Beach Ministries with their Drivers License information (Must be 21 or older).

Joining the staff team means you agree to follow personnel practices and understand that their faith is lived out in daily life. We expect our staff to walk the talk. Staff members are team members living out their faith and values as role models and servants.

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# AGAPÉ ✝ KURE BEACH MINISTRIES STAFF APPLICATION

**Return to:** Agapé ✝ Kure Beach Ministries  
 % Personnel  
 1369 Tyler Dewar Lane  
 Fuquay-Varina, NC 27526

**Contact us at:** Phone # (919) 552-9421

**E-mail:** [exec@agapekurebeach.org](mailto:exec@agapekurebeach.org) and/or  
[program@agapekurebeach.org](mailto:program@agapekurebeach.org)

Name \_\_\_\_\_ Today's date \_\_\_\_\_ Sex: M F

Cell phone: \_\_\_\_\_ Email address: \_\_\_\_\_

Hometown / Parents' Address <span style="float: right;"><input type="checkbox"/> mail here</span> _____ _____ City _____ ST _____ ZIP _____ Landline Phone _____
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College Address <span style="float: right;"><input type="checkbox"/> mail here</span> _____ _____ City _____ ST _____ ZIP _____ Landline Phone _____
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*Optional info:*  
 Church Membership \_\_\_\_\_ Pastor \_\_\_\_\_  
 Church town \_\_\_\_\_ ST \_\_\_\_\_ Zip \_\_\_\_\_

Have You Ever Been Convicted of a Felony? [ ] YES [ ] NO Signature: \_\_\_\_\_

Education: *Circle current level or highest level completed*  
 High School: 10 11 12 College: 1 2 3 4

Grad School: 1 2 3 4

Degrees: \_\_\_\_\_ Major: \_\_\_\_\_

Positions Available: ***place a # (1,2, etc.) next to positions you would consider in order of preference***

- |  |   |
|--|---|
| <input type="checkbox"/> Team Leader (min. age 21)   | <input type="checkbox"/> Servant Event Leader     |
| <input type="checkbox"/> Counselor / Day Camp Staff (19 yrs or 1 year post-high school experience) |   |
| <input type="checkbox"/> Support Staff Position (preferred min. age 17)                            | <i>Check all interest areas that apply below:</i> |
| <input type="checkbox"/> Lifeguard   | <input type="checkbox"/> Kitchen Staff            |
| <input type="checkbox"/> Store Manager   | <input type="checkbox"/> Archery Instructor       |
|  | <input type="checkbox"/> Crafts                   |
|  | <input type="checkbox"/> Photography              |
|  | <input type="checkbox"/> Maintenance/Trail        |

Please check areas in which you have some skills:

- |  |   |  |                                 |
|--|---|--|---------------------------------|
| <input type="checkbox"/> First Aid/CPR | <input type="checkbox"/> Camping Skills                 | <input type="checkbox"/> Vocal Music   | <input type="checkbox"/> Drama  |
| <input type="checkbox"/> Archery       | <input type="checkbox"/> Day Camp                       | <input type="checkbox"/> Nature Skills | <input type="checkbox"/> Crafts |
| <input type="checkbox"/> Swimming      | <input type="checkbox"/> Model Rocketry                 | <input type="checkbox"/> Story Telling | <input type="checkbox"/> Guitar |
| <input type="checkbox"/> Zip-line      | <input type="checkbox"/> Other Musical Instrument _____ | <input type="checkbox"/> Other _____   |                                 |

List any certifications you hold: \_\_\_\_\_

List any camp experience: \_\_\_\_\_

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**PLEASE ANSWER ON A SEPARATE SHEET OF PAPER, IF NECESSARY.**

Why do you want to work at Agapé † Kure Beach Ministries?

What experience do you have working with kids?

What do you most want to do while on staff this summer?

What do you consider to be the strengths you will share?

What are your weaknesses and how will you work on them during the summer?

Describe your understanding of your Christian faith. Where are you spiritually? How do you feel about your faith?

Please give 2 personal references: (Do not list relatives or close friends. Use teachers, employers, pastors, etc.) Please type or print. **Please give full address and PHONE NUMBERS.**

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<b>NAME</b>	<b>RELATIONSHIP</b>	<b>ADDRESS including ZIP</b>	<b>PHONE #</b>
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1.

2.

*“Experience the Spirit — Christ, Creation, Community”*