



Fostering relationships. Nurture Growth.
Connect with God's Creation.

Summer Employment Information Resource 2025

What you need to know for employment and camp

Dear Potential Staff,

Looking for a summer experience that goes beyond the ordinary? Camp Albemarle offers a unique opportunity to grow personally, spiritually, and professionally. While you may have other summer options—internships, travel, school, or work—nothing compares to the impact of a summer spent with us on the Crystal Coast. Our mission at Camp Albemarle is simple yet profound: "Foster Relationships, Nurture Growth, and Connect with God's Creation." Through engaging programs and intentional ministry, our staff live out this mission, impacting the lives of hundreds of campers in transformative ways.

Each summer, we bring together approximately 50 high school and college students from across the United States and around the world to serve our community of 1,000+ campers. As a member of our team, you'll gain invaluable leadership experience, deepen and share your faith with young people, and build friendships that will last a lifetime.

Explore our website to learn more about the incredible opportunities that await you at Camp Albemarle. If you have any questions, don't hesitate to reach out. I can't wait to see what this summer has in store for you!

Grace and Peace,

A handwritten signature in blue ink, appearing to read "Brad Basto".

Brad Basto
Director of Summer Camp Ministries
Camp Albemarle

Camp Albemarle Goals and Objectives

Vision:

Cultivating leaders of tomorrow to navigate life's challenges with spiritual wisdom, compassionate hearts, and a profound commitment to enriching the world around them.

Goals:

With these goals in the "C RISE" framework, Camp Albemarle can provide a holistic and transformative experience that nurtures all aspects of campers' development, from personal growth and skill acquisition to spiritual deepening and community engagement.

“C RISE” Goals:

C - Community

To cultivate a sense of belonging and community, encouraging participants to build lasting friendships and develop a supportive network of peers and mentors.

R - Resilience

To foster personal growth by promoting self-confidence, leadership skills, and resilience through various camp challenges and experiences.

I - Independence

To provide opportunities for participants to learn and develop new skills in areas such as sailing, archery, climbing, and other outdoor activities.

S - Self-reliance

To ensure the physical, emotional, and spiritual safety and well-being of all participants, creating a nurturing and secure environment.

E - Enduring Faith

To deepen participants' faith and relationship with God through immersive, Christ-centered activities and teachings.

Objectives:

Campers: We aim for every camper to engage in team-building activities to foster community and inclusivity. In those team building sessions campers learn to adapt and overcome challenges. Our desire is for campers to achieve a level of proficiency in skills like archery, sailing, or climbing through progressive learning in school grade groups. We provide comprehensive safety training for our staff and review the rules to ensure all campers understand and follow safety protocols, evaluated through regular drills and feedback. We facilitate daily devotional times aiming for campers to articulate personal faith insights by the camp's end, measured using group discussions.

Parents: Our aim is to ensure that parents feel confident and satisfied with the growth and experiences their children gain at Camp Albemarle. We foster an atmosphere of trust and partnership by keeping parents informed and involved through regular updates via email, newsletters, and social media, detailing campers' participation in activities and personal growth. Prioritize the safety and emotional well-being of all campers. Parents can rest assured that comprehensive safety protocols are in place. We will offer structured programs that help campers develop new skills and personal resilience. Through daily devotionals and spiritual discussions, we support the deepening of each camper's faith, providing parents with summaries and insights

into their spiritual journey at camp during our closing ceremony. By fostering an inclusive environment and facilitating team-building activities, we help campers build lasting friendships and social skills, contributing to a strong sense of community.

Staff: At Camp Albemarle, our staff are dedicated to creating a transformative experience for campers through the "C RISE" framework. We'll build a strong sense of Community, helping campers form lasting friendships and connections with peers and mentors. We focus on Resilience by encouraging personal growth through leadership opportunities and outdoor challenges that boost confidence. By offering skill-building activities like sailing, archery, and climbing, we foster Independence, empowering campers to take on new challenges. We ensure Self-reliance by maintaining a safe and supportive environment for all participants. Above all, we nurture Enduring Faith by guiding campers in deepening their relationship with God through Christ-centered activities. Together, these goals help create a well-rounded and impactful camp experience.

How we meet these goals and objectives:

Meeting the objectives and goals at Camp Albemarle involves a comprehensive, strategic approach that encompasses planning, implementation, and evaluation phases. Here's how we can ensure these objectives are effectively met:

Planning and Preparation

1. **Staff Training:** Equip staff with the necessary skills and knowledge to deliver activities that align with the camp's goals. This includes training in leadership, safety, inclusion, and spiritual guidance.
2. **Curriculum Development:** Design a detailed curriculum that incorporates activities specifically aimed at achieving the objectives for inclusion, resilience, independence, self-reliance, and enduring faith. Each activity should have clear goals and metrics for success.

Implementation

1. **Activity Execution:** Conduct the planned activities according to the curriculum, with staff leading and supervising to ensure that each activity is carried out safely and effectively.
2. **Parent Engagement:** Keep parents informed and involved throughout the year with regular updates and opportunities to engage with programs and activities. This includes sending newsletters, social media, emails for updates, and event hosted by camp.
3. **Safety Protocols:** Implement robust safety protocols and conduct regular safety drills to ensure the physical and emotional safety of all campers. Staff should be prepared to manage any incidents and provide support as needed.

Evaluation

1. **End-of-Session Evaluations:** At the end of each session, conduct comprehensive reviews with staff and online evaluation from campers to evaluate the success of the program and identify areas for improvement.
2. **Adjustments and Improvements:** Use the feedback and assessment data to make real-time adjustments to activities and approaches. This ensures that the camp is responsive to camper needs and any emerging challenges.

What we look for in summer staff

- A Christian high school or college student excited about Camp Albemarle's mission: *Foster Relationships, Nurture Growth, and Connect with God's Creation.*
- Genuine enjoyment in working with children and youth, creating memorable and positive experiences for each camper.
- A love for the outdoors and eagerness to lead activities like sailing, archery, and climbing.
- Strong listening skills and a caring, compassionate approach to all interactions.
- Ability to think quickly, stay calm, and handle challenges with a positive outlook.
- A good attitude, strong character, and integrity in all situations.
- Evidence of teamwork skills and readiness to contribute to a supportive, collaborative staff culture.
- Ready to laugh, learn, and grow alongside their campers, embracing every moment of camp life!

Application Process

At Camp Albemarle, we maintain high expectations in our hiring process, carefully evaluating each applicant on essential personal qualities that align with our mission. All applicants are required to complete a thorough application process that assesses their suitability and commitment to our values.

Leadership & Senior Counselor Staff

- Complete online application
- Have 3 personal references
- Submit your testimony (tips on how to write your testimony)
- Complete 2 personal interviews (in-person, online, or over the phone)
- Pass a national history background check

Program Staff

- Complete online application
- Have 3 personal references
- Submit your testimony <tips on how to write your testimony> [Link to Document](#)
- Complete 2 personal interviews (in-person, online, or over the phone)
- Pass a national history background check

Counselor In Training

- Complete online application
- Have 3 personal references
- Complete a personal interview

Tips for Your First Interview

Interviews can feel intimidating, but with a little preparation and confidence, you'll do great!
[Here are some easy, relaxed tips to help you shine in your first interview](#)

Training

Senior Counselor Staff Training: All Senior Counselor Staff members are required to complete a comprehensive two-week training course before the summer season begins. We recognize that staff rely on each other for support and encouragement throughout the summer, so we prioritize opportunities for fellowship and relationship-building as essential parts of the training experience.

Our Senior Staff training covers six core areas:

- Program and activity facilitation
- Camper education, including behavior management and camper/parent relations
- Camp policies and procedures
- Worship and devotions
- Staff fellowship and team-building
- Specialized skills training (e.g., CPR/AED/First Aid)

Certain program staff roles may require additional training sessions held on weekends before the start of Senior Counselor Staff training. Specific dates and times for these sessions will be arranged and communicated by Camp Albemarle.

Program Staff Training: At Camp Albemarle, our Program Staff teams provide a meaningful, hands-on learning experience that shapes each day of camp. These teams focus on specialized skills and activities, making every summer a unique adventure. Here's what each team offers, along with some of the valuable skills staff members can expect to learn:

Challenge Team

The Challenge Team empowers campers to overcome obstacles, build confidence, and embrace adventure. Staff on this team will guide high ropes courses, archery sessions, and other outdoor challenges, helping campers discover their strengths.

Skills and Training:

- Safe setup and facilitation of high ropes and archery equipment
- Techniques in spotting, belaying, and safety procedures for climbing activities
- Leadership in team-building and confidence-building exercises
- Conflict resolution and positive camper encouragement
- Risk assessment and safety management for adventure activities

Sailing Team

Our Sailing Team provides campers with an unforgettable on-the-water experience, teaching them the fundamentals of sailing and boat handling.

Skills and Training:

- Basics of sailing, including navigation and wind reading

- How to safely manage sailboats in varying weather conditions
- Techniques for teaching sailing skills to beginners
- Water safety and rescue techniques specific to boating
- Problem-solving and decision-making under dynamic conditions

Lifeguard Team

The Lifeguard Team is responsible for ensuring camper safety at the pool and on the waterfront while leading fun activities like kayaking and paddleboarding.

Skills and Training:

- CPR, AED, and First Aid certification for aquatic settings
- Techniques for supervising and managing groups in and around water
- Rescue techniques for pool, kayaking, and open water scenarios
- Communication and leadership skills for aquatic activities
- Activity instruction for kayaking and stand-up paddleboarding

Each Program Staff team emphasizes the development of practical, transferable skills that equip staff to create a safe, engaging, and enriching camp environment. Through these teams, staff members gain experience in leadership, safety management, and activity facilitation that benefits campers and provides valuable career experience.

Program staff roles may require additional training sessions held on weekends before the start of Senior Counselor Staff training. Specific dates and times for these sessions will be arranged and communicated by Camp Albemarle.

CIT Training: During this training week, CITs learn essential skills to create a supportive, faith-centered environment for campers. Training covers a variety of core competencies, including community building, fostering resilience, and guiding campers toward independence and a deepened faith. Through hands-on experiences, CITs develop practical skills in camper care and gain insight into what it takes to lead with confidence and compassion.

Skills and Training

- Community Building
 - Camper Care Essentials
 - Leadership and Confidence
 - Resilience and Adaptability
 - Independence and Faith Development
 - Safety and Risk Management
-
- life!

Dates

Training

- Leadership Team Training: March 21-23, 2025
- Adventure Training: April 4-6, 2025

- Lifeguard Training: May 2-4, 2025
- Challenge Training: May 9-11, 2025
- Sailing Training: May 16-18, 2025
- Camp Prep Week: May 18-23, 2025
- Day Adventure Staff Training: May 23-26, 2025
- Senior Counselor Staff Training: May 25-June 6, 2025
- Counselor in Training Session Options:
 - Session 1: Sunday, June 8 – Friday, July 1, 2025
 - Session 2: Sunday, July 13 – Friday, August 1, 2025

Camp Session Weeks

- Overnight
 - Week 1: Sunday, June 8 – Friday, June 13, 2025
 - Week 2: Sunday, June 15 – Friday, June 20, 2025
 - Week 3: Sunday, June 22 – Saturday, June 28, 2025
 - Week 4: Sunday, June 29 – Tuesday, July 1, 2025
 - Week 5: Sunday, July 6 – Friday, July 11, 2025
 - Week 6: Sunday, July 13 – Friday, July 18, 2025
 - Week 7: Sunday, July 20 – Friday, July 25, 2025
 - Week 8: Sunday, July 27 – Friday, August 1, 2025

- Day Adventures
 - Week 1: Monday, June 9 – Friday, June 13, 2025
 - Week 2: Monday, June 16 – Friday, June 20, 2025
 - Week 3: Monday, June 23 – Saturday, June 28, 2025
 - Week 4: Monday, July 7 – Friday, July 11, 2025
 - Week 5: Monday, July 14 – Friday, July 18, 2025
 - Week 6: Monday, July 21 – Friday, July 25, 2025
 - Week 7: Monday, July 28 – Friday, August 1, 2025
 - Week 8: Monday, August 4 – Friday, August 8, 2025

Facilities

Albemarle on the Sound

Recreational facilities at Camp Albemarle on the Sound include:

- Access to Bogue Sound
- Sailing, Kayaking, Stand-up Paddleboards
- Fishing
- Pool (3ft – 9ft)
- Alpine Tower
- Giant Swing
- Tree Climb
- Archery, Archery Tag, Slingshots
- Walking Trails

- Low Ropes Course
- Vesper Dell (Seats 180+)
- Campfire Vespers (Seats 180+)
- Activity Fields with Soccer Goals
- Outdoor Volleyball Court
- Outdoor Basketball Court
- Pavilion

Lodging

Rugged Overnight Cabins: These traditional camp cabins are split into two sides, each with four bunk beds, providing a total of 16 beds in each cabin. A counselor stays on each side, ensuring a safe and supportive environment. Though the cabins don't have air conditioning, campers enjoy a reliable breeze off the sound, and each side has an overhead fan to keep air circulating.

Adventure Cabins (First Presbyterian Church Cabins or FPCCs): These open-air, screened-in cabins offer a rustic experience with six beds per cabin, perfect for campers looking for a closer connection to the great outdoors.

The Lodge: Reserved for our summer staff, the lodge offers a bit more privacy and comfort. Each room in the lodge holds four bunks (eight beds) and has its own bathroom with a hot and cold water shower. The lodge also features a shared kitchen and a cozy staff lounge, known as the Caraway Room, where staff can relax.

Bathroom

Bathhouse: All cabins are close to a shared bathhouse, divided for boys and girls, which offers hot and cold water for showers, toilets, and changing areas. Like the cabins, the bathhouse is AC-free but provides ample facilities for a comfortable stay.

Dining

Dining Hall: The heart of our shared camp meals, the dining hall seats all campers and staff together for each meal, fostering a true community dining experience. Our industrial kitchen supports the dining hall, ensuring everyone is well-fed and energized for their camp adventures.

Albemarle in the Pines

Recreational facilities at Camp Albemarle in the Pines include:

- Access to Gales Creek
- Kayaking
- Fishing
- Pool (3ft – 5ft)
- Tree Climb
- Archery

- Mountain Biking
- Hiking Trails
- Low Ropes Course
- Stage Area (Seats 80+)
- Activity Field with Soccer Goals
- Outdoor Volleyball Court
- Pavilion

Lodging

Primitive Campsites: Our campsites offer a true outdoor experience, providing campers with a close connection to nature. These sites have easy access to water and are conveniently located near the north-side bathhouse, making it easy to freshen up after a day in the great outdoors.

Bathroom

North-Side Bathhouse: The bathhouse on the north side of The Pines is split between boys and girls, featuring toilets, showers, hot and cold water, and dedicated changing areas. It provides all the essentials for campers while maintaining a rustic camp atmosphere.

Administration Building

Administration Building: This central hub is where our administration staff have their offices, overseeing camp operations. The building also houses our **Dining Hall**, where campers and staff gather for meals, as well as an industrial kitchen that serves up delicious food each day. Additional bathrooms in the administration building are also available for staff and camper use. It also has AC.