



SpringHill Applicant FAQ's

Who makes a good reference?

Someone who knows you well but is not a peer, a roommate, or a family member. We ask for four references – an academic reference, a work reference, a character reference, and a pastoral or spiritual reference. We do allow a character reference to be a peer that knows you well, however, we ask that the other references be supervisors, teachers, small group leaders, etc. Not all references need to be familiar with your spiritual commitment. For example, many academic references are teachers who may not be Christians – that's OK.

Are reference forms sent out automatically?

Yes, if you put their email address in the reference section of the online application. All references who have email access will receive a notification of where to go on our website to fill out a reference form online. If you need to direct a reference to the online form, use this address: <https://www.latitudesoftware.com/shcapp/reference.html>

What positions are available?

We have around 160 different positions available during the summer. These positions are currently divided into five areas. They include counseling, activities staff, specialty positions, special needs counseling, and leadership. You can see a brief description of each below:

Activities Staff:

The Activity Staff are specialists in an activity area where they will spend their time leading groups of campers through an activity. Their responsibilities include setting up the activity for each group, facilitating the experience, debriefing the camper group and cleaning/maintaining all equipment. Your role in this position will be vital to accomplishing the integration aspect of our mission - where we strive to combine faith and fun and provide a safe, innovative, and memorable experience for campers. All activity counselors will take part in a camper group each week. They are required to participate with their camper group in at least one activity-hour, one meal and evening events each day.

Specialty Positions:

The Specialty Staff ministers to both campers and staff by supporting the camp in a variety of functions. Their roles include food service, office support, health services, retail sales, and development. Many of these specialty roles require past experience in the specialty area as well as flexibility and a desire to pour into children and teens. All specialty staff will take part in a camper group each week. They are required to participate with their camper group in at least one activity-hour, one meal and evening events each day.

Leadership:

The Leadership is constantly putting the mission and vision of SpringHill in front of the staff. In these positions your direct interaction with campers is more limited than in other positions. Your main responsibility is to provide leadership for the other college aged summer staff. You are responsible for the health of your staff as well as the campers. Your duties will include leading a daily Bible study, conducting performance evaluations with your staff and some administrative tasks.

Special Needs Counselors:

As a one-on-one counselor working with children and teens with special needs, your job is to facilitate a SpringHill experience for your camper. This means you will work to include the camper in all activities, games, programs and lessons. Unless the special need requires unique housing, campers and special needs staff will stay in the cabin with the other children. We prefer that special needs counselors have some experience working with this population and understand SpringHill's philosophy of inclusion. We do provide extensive training for these positions.

Counselors:

In this position, your primary focus is to build relationships with kids. You are responsible for the campers in your cabin and will set the pace for each day. As a counselor, you will sleep, eat and attend all activities with your cabin. You will also lead Bible lessons and small groups during the day and encourage the spiritual development of each camper in your cabin. To do this job, we prefer that you have finished at least one year of college (at least two years in the case of TST Crew Chiefs), enjoy and have experience working with children and can effectively provide an environment for children that is physically and emotionally safe and spiritually challenging.

During the online application process you will be able to see each specific position and its job description. You can then indicate which three positions you would like most. During the interview, recruiters will match your passions, gifts, and experience with the open position that best fits you.

Can I use my summer job as an internship?

Virtually any position can be made into an internship. However, you will be responsible for getting the internship approved by your college and getting all necessary paperwork to us.

What are the dates for training, summer, terms, etc?

The dates are all dependent upon the position and camp location you are hired for.

Michigan (overnight)

Leadership Training: May 20 - June 1

Specialty Training: June 1 - June 4

All Staff Training: June 4 - June 13

First Day of Camp: Sunday, June 13

Last Day of Camp: Friday, August 13

First Term (MI only): June 13 - July 10

Second Term (MI only): July 10 - August 13

Indiana (overnight)

Leadership Training: May 20 - May 29

Activity Staff: May 29 - June 21

Counselor Training: June 11 - June 21

First Day of Camp: Sunday, June 21

Last Day of Camp: Friday, August 7

Day Camp**

Leadership Training: May 21 - June 2

Specialty Training: June 2 - June 5

All Staff Training: June 5 - June 14

TEAM A (Detroit): Monday, June 15 – Friday, August 7

TEAM B (Indianapolis, Grand Rapids): Monday, June 15 – Friday, August 7

**The week of June 29 – July 3 will be a holiday week – both Day Camp teams will not be operating.

Do I have to come to training?

Training is extremely important for equipping you to be effective in your position at SpringHill during the summer. It is a time when you will learn more about us as an organization and how to be successful in your roles. Many past staff would also say that it was during training that they built great relationships with other staff. Bottom line: training is a phenomenal time and you don't want to miss it! If you have a once-in-a-lifetime immediate family event during training (i.e. a sibling is graduating or getting married), you can talk to your recruiter about missing a short amount of training. Under some circumstances we will permit returning staff to miss part of training.

Am I old enough to work at SpringHill?

You are required to be either 18 years old or a graduate of high school by the first day of summer camp.

Do I have to work the whole summer?

Indiana overnight camp and Day Camp positions are full-summer commitments. Michigan overnight camp has both full-summer and half-summer positions available.

Do we get time off? Days? Weeks? Hours?

Summer staff will get a two-hour daily break each day during the week and a two-hour break for worship and small group time once a week. Summer staff will also get 1.5 days off each week. Usually this is a Friday afternoon and Saturday in between camper groups. Those who work with a 2-week program (like TST) will get 1.5 days off each week, but usually will work the weekend and take their time off during the week. Full-summer hires at the Michigan overnight camp can request one week off during the summer. We can't guarantee a specific week off, but will do our best to accommodate your needs.

How much do I get paid?

Pay ranges anywhere from \$120-\$210 per week depending upon your position. Summer staff also receives room and board in addition to their weekly salaries.