



# Mobilizing Camp Staff: the How, Who, & What

As we face the unique challenges of the world right now, an impactful way you can partner with the Camp BlueSky team is through **recruitment & mobilization - the process of recruiting seasonal camp staff onto our team and sending them into their ministry**. Come alongside us to call, empower, and care for each young adult who will be on this year's team!

In the following pages we'll equip you by answering these questions:

[How can I help build the Camp BlueSky Team?](#)

[Who are we looking for to be on the Camp BlueSky Team?](#)

[What is it like to serve on staff at Camp BlueSky?](#)

## Primary Contact:

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## How can I help build the Camp BlueSky Team?

Your partnership will help our team grow in faith, unity, and effectiveness as we build transformative relationships with global kids in Nairobi and beyond through adventure.

In this section, we'll give you:

- A snapshot of how you can help mobilize our team, along with details and helpful links
- Our staffing goals and timeline for the 2022 recruiting & camp season
- Ideas for how to connect with young adults in your community about BlueSky

## Snapshot



## Share the Story

Share the opportunity to serve on the Camp BlueSky team with young adults at your church, classmates, or students from your alma mater. If you would like flyers or info cards to share, just email Carrie Mixon at [carrie.mixon@blueskyglobal.org](mailto:carrie.mixon@blueskyglobal.org) with your mailing address and how many would be helpful.

Familiarize yourself with frequently asked questions and BlueSky's story using the links for the [FAQ](#) and [Telling the BlueSky Story](#) documents on our website. If you're a former camper or staff member, tell YOUR Camp BlueSky stories too - how you saw God at work in campers lives and in your own life!

## Refer a Young Adult

When you meet a young adult who is interested or who you think we should reach out to, get their contact info and fill out the [referral form](#) on our website. We'll communicate with them from then on, but it would be helpful for you to check in with them, too, since you're the one they know! Just shoot them a text or bring it back up when you see them around.

If they complete an application and you know them personally, we will include you as one of their references and send you a reference form by email to fill out.

## Care for the Team

You can help us build our camp team *deeper*, not just bigger through prayer and other forms of care.

**Prayer** is absolutely essential - we believe that God is the one ultimately putting our team together, and we want to place every conversation and person at his feet. Here are some ways you can be praying as we recruit and mobilize the team:

- For God to prepare the hearts of young adults to hear about Camp BlueSky and respond to the call to serve.
- For God to direct us and you to the people he wants to call and that he will give us boldness and discernment in all our conversations.
- Against the enemy's attempts to discourage, dissuade, and derail us or the young adults God is calling as they pursue serving at Camp BlueSky.
- That the Holy Spirit will use the process of connecting with young adults to enrich our trust and love of Jesus and use the process of applying, raising funds, and getting to camp to do the same in the hearts of this year's staff members.
- That our team would be unified in the power and grace of the Gospel, for our campers' good and for God's glory in Kenya and around the world.

Getting camp staff to camp is a long process and then comes months of ministry for them in Kenya! If you would like to help out in the areas of training, spiritual formation, or debrief, please reach out to Carrie. Here are a few examples of what we mean:

- Spiritual formation:
  - Write a devotional or testimony for us to share with our staff.
  - Send encouraging notes to a staff member (by email or snail mail).
- Training and Debrief:
  - Help teach a session or be part of a panel during training (on topics like cross-cultural skills, self care, conflict resolution, etc.).
  - Be available for a debrief call with a staff member a few weeks after they go home to listen, help them process, celebrate, and consider what God is doing in their hearts.

## Timeline and Goals

With the realities of COVID-19 still affecting people and business-as-usual around the world, Camp BlueSky may look a little different than it has in the past. We will make whatever adjustments necessary in order to make camp safe for our staff and campers ([see more about the current and expected COVID-19 situation in our FAQs](#)).

Because of the continued uncertainty, we will probably not set our camp dates and staff travel dates until early 2022. But here's a general timeline that applicants and staff can expect:

Estimated Dates	What's Happening
October 2021 - January 2022	Applications open; Interviews & hiring; Orientation calls; Fundraising coaching begin for new staff members
February - May	Pre-camp training; Fundraising; Planning travel
End of May	Staff arrive at camp in Nairobi; Staff training week
Early June - July	Camp season; on-site staff debrief
Throughout September	Post-camp check-ins / wrap up

Position	Staff Needed
Girls - Counselors & Program Aids	8-10
Guys - Counselors & Program Aids	8-10
Photographer / Videographer	1-2
Spiritual Life Coordinator - <i>*must be at least 24 years old</i>	1

## Note on length of service

Although we prefer camp staff to serve for the entire camp season - for both our sake and theirs - we also understand that they may have other things happening in the summer. If a young adult is interested in serving half the camp season, don't hesitate to refer them to us! In order to make all the training & support raising a worthwhile investment, we do ask that they be available for a minimum of 4 weeks, especially if they are coming from outside of Kenya.

## Ideas for connecting with college students / young adults:

“Where are the college students and young adults in my community?”

“How can I share about Camp BlueSky with them?”

We hope the ideas below help you answer these questions! If you would like to brainstorm about how to connect with young adults or need support to host an event, we would love to help you do that via email or on a call! You can find contact information for our recruiting team at the end of this document.

## Where to find Christian young adults:

- **Personal circle**  
Start with individual friends, classmates, younger family members, or children and grandchildren of friends.
- **Your church**  
Share with a young adult ministry or Sunday school class. Seek out college students who attend during the school year or come home when they're on break.
- **Your alma mater or former campus ministry**  
Who do you still know at your alma mater - professors, staff, current students, campus ministry staff - who might be willing to give you an opportunity to share with their students or pass on the info?
- **Other churches in your city**  
Ask around or do a little digging on the internet to see what other churches in your area have a college/young adult ministry or attract this age group, then reach out to a pastor or active member about sharing.
- **Colleges or campus ministries in your city**  
Are there any colleges in your city? Reach out to campus ministers, career office staff, or the faculty of a pertinent department (e.g. international or cross-cultural studies, outdoor recreation or leadership, Bible or ministry departments, education).

\*Don't know many college students? You can also start sharing about BlueSky with **high school students**, so it's on their mind when they start college and need something to do in the summers!

### Ways to share about Camp BlueSky:

- **Just talk about it** with young adults you have personal relationships with who you think would be a good fit for BlueSky!
- **Offer to grab coffee** with students you meet - it's nice for them and gives you time to get to know them and share. (Or do it virtually!)
- **Invite a small group of students to a meal.**
- **Give a presentation** in a college class, Sunday school class, small group, or campus ministry meeting.
- **Set up a table** at a missions/ministry conference at a church.
- **Put an announcement** in your church's bulletin/slideshow, church email, or announcement or job board at your school.
- **Hang a flyer** (we can mail you some!) at church, on a campus, or even in a coffee shop frequented by college students.

## Who are we looking for to be on the Camp BlueSky team?

As we build our team, we are looking for young adults who will get behind our vision **to see the global community in Nairobi, Kenya, spiritually transformed and equipped to impact the world for God's glory** and who uniquely demonstrate our Five Core Values listed below.

### Christ-Centered

- Show tangible transformation due to faith in Jesus Christ and are actively growing in faith and character.
- Seek to love God and people from a place of dependence on Jesus & his grace.
- Committed to Scripture as the divine Word of God, source of absolute truth, and authority for life.

### **Growth Mindset**

- Pursue the maximum potential in themselves and those they lead or serve.
- Engage life with creativity, openness to change, and the humble spirit of a life-long learner.
- Willing to take the lead, admit mistakes, receive direction, and ask for help.

### **Adventurous Spirit**

- Embrace new experiences with an attitude of courageous curiosity.
- Resilient when faced with challenging situations.
- Foster a culture of learning and hope in their circles of influence.
- Enjoy the outdoors (and possibly have experience with climbing, challenge courses, kids camp, camping, etc.). Mostly just willing to get messy and have fun!

### **Relational**

- Invest intentionally in a community where people are seen, known, and loved.
- Take time to listen to and get to know others, celebrate the image of God in each person, and create space for themselves and others to thrive - a team player.
- Have a heart for and experience working with kids and/or youth (teaching Sunday school, being a camp counselor, youth leader, etc.)

### **Multinational**

- Seek out friendships with people from different cultures, races, and backgrounds.
- Understand the value of relationships with people who are different from them and their calling to pursue these relationships as followers of Jesus.
- Globally aware and culturally humble.
- Desire to grow in cross-cultural competencies and learn from people from other cultures/backgrounds.

### **Other qualifications:**

- Must be between 19-25 years old by June 1, 2022 (Spiritual Life Coordinator must be 24 years or older, just young at heart :) Pastoral experience preferred).
- Must be pursuing a university degree or viable alternative (e.g. intentional gap year, Bible or technical college, etc.) or completed it.

- Available for pre-field training starting in March (virtual).
- Available to serve for a minimum of 4 weeks during the camp season, including one training week and at least two weeks of camp.

## What does it look like to serve on Camp BlueSky's Staff?

### The Basics

**Organization** BlueSky Global Ministries ([www.blueskyglobal.org/apply](http://www.blueskyglobal.org/apply))

**Ministry** Camp BlueSky ([www.blueskykenya.org/camp](http://www.blueskykenya.org/camp))

**Vision & Mission** The vision of BlueSky Global Ministries is to see the global community in Nairobi, Kenya, spiritually transformed and equipped to influence the world for God's glory. The mission of BlueSky is to **build relationships through adventure** to engage the multinational community in Kenya with the gospel.

**Goals** Grow Spiritually, Build Relationships, Have Fun, Qualified Staff

**Location** Nairobi, Kenya

**Duration** 4-10 weeks, late May through July, **Dates TBD**

**Includes\*** 1-2 weeks of training and debrief, 3-4 weeks of camp, 1-3 weeks exploring outdoor Kenya and cultural/ministry experiences.  
\* Represents typical itinerary but is subject to change.

**Cost** Around \$3,500-\$4,500 (for international staff members; Kenyan citizens or residents can email us for an estimate, which is much lower)

*Seasonal camp staff are volunteers who raise or contribute the funds needed to cover their living, travel, and ministry expenses for the season they serve with us. Resources and coaching for fundraising will be provided by the BlueSky team.*

**Positions** Seasonal - Counselor, Program Aid, Spiritual Life Coordinator



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## Helpful links

### 2022 Camp Staff FAQs

Link: <https://www.blueskyglobal.org/camp-staff-faq>

### Job Descriptions:

Link: <https://www.blueskykenya.org/camp-staff>