Staff FAQs

Staffing · https://northernfrontier.org/resources/staff-frequently-asked-questions/

Staff FAQ

- Where is Northern Frontier?

  NF is tucked deep in the Adirondacks, in upstate New York. We're a 170-acre facility set more than three miles off the nearest paved road, right in the middle of a 6-million-acre park. If you're looking at a map, we're on Route 28, about halfway between Indian Lake and North Creek. The setting is beautiful, remote, and wild, and we like it that way.

- What is Northern Frontier all about?

  We're a Christian boys' camp, plain and simple. Our mission: to glorify God through Christ-centered camping by helping churches disciple boys and men. We believe that when our staff grows in their walk with Christ, through challenge, through community, through service, the impact naturally flows into the lives of campers. Our staff culture is like a big family: intentional, encouraging, and rooted in the gospel.

  We want every camper to come to know Jesus, and we want them to have the time of their lives doing it. Fun matters here. So does growth. The goal is transformation.

- Who comes to camp?

  Our campers are boys and fathers with their sons. We run residential boys' programs during Weeks 1–6 of the summer. Our Stockade Program is for boys ages 8–11. Battalion is for ages 12–16. Our trip programs, backpacking, climbing, paddling, fishing, are for older boys (14+) who are physically fit and ready for more rugged experiences.

Tree Climbers is our father-son program for ages 6–7, and our Father-Son sessions are open to dads with sons 8 and older. Most campers come from New York, New Jersey, or Connecticut, though we also have families coming in from across the country.

Not all our campers come from a church background, but many do. Regardless of background, beliefs, or heritage, every boy is welcome. We do not require campers to be members of Christian Service Brigade.

- Who's on staff?

  Each summer, about 120 men (and a handful of women) make up the NF staff team. Most are paid, some volunteer. We come from many different denominations and churches, but we're united around the gospel and our shared Statement of Faith. We focus on the major doctrines we hold in common and use staff Bible Exploration times to grow, challenge one another, and deepen our understanding.

  We're brothers first, workers second. At the end of the day, we labor together in love and unity for God's glory.

- What's the schedule?

  Here's how a typical season shakes out:

  • Lifeguard Training (optional, unpaid): Early June

  • Wilderness First Aid (optional, unpaid): Mid June

  • Skills Training (mandatory, paid): Mid June

  • Pre-Camp Training (mandatory, paid): Mid June

  • Camp Season: Late June to Mid August

  Some staff stay all summer; others serve for 5+ weeks, depending on school, work, or ministry commitments. Five weeks is our minimum for most long-term staff. Service Crew guys serve for at least two weeks. We're flexible where we can be, but we're building a team, so commitment matters.

- How will I get there?

If you have a car, bring it. It'll help on days off. You can also:

• Take a bus to Warrensburg or Glens Falls, NY. We'll pick you up.

• Fly into Albany, NY (2 hours from camp), we can arrange pickup or help you catch a bus to meet us closer.

• Ride our charter bus from Hawthorne, NJ (runs most weeks during the season).

We'll make sure you get here.

- What will I be doing?

  Your responsibilities depend on your role, but at the core, everyone's here to serve, campers, staff, and Christ. We don't do "that's not my job" at Northern Frontier. We pitch in wherever we're needed.

  If you're weak in one area, we'll train you. If you're strong in another, we'll lean on you. We'll place you where your gifts can grow, but also where you're stretched. Every staff role, from counselors to cooks to specialists, has a direct impact on the lives of campers. We're here to build memories that last a lifetime, and more than that, to shape lives for eternity.

- How much do I get paid?

  That depends on your position, experience, and certifications. You'll receive your salary details in your Acceptance Packet. Our pay is competitive with other camps. Room and board are covered. You'll work out your pay schedule (weekly or lump sum) with the Camp Administrator during Pre-Camp. Taxes will be withheld.

  Specialists and leadership roles often receive higher pay depending on qualifications, responsibilities, and prior experience.

  To view our Staff Salary Guide, click here.

- Can I raise support?

  Yes. If you're serving 5 weeks or longer, our Assistant Director will reach out to your pastor or church to invite them to support you as a missionary serving in the camp setting. That support would be in addition to your camp salary. Many churches are glad to help when they see young

men stepping out to serve the Lord.

- What kind of staff are you looking for?

  Faithful. Available. Teachable. We're looking for guys who are following Christ and want to grow in that walk. You don't need to be perfect, just willing. If you're a team player who wants to serve, to lead, to grow, and to make a difference, then we'd love to talk.

- What about certifications?

  During the week leading up to Pre-Camp, we offer training and certification in Lifeguarding, Wilderness First Aid, and CPR/AED. These are optional, unpaid training days, but the cost of instruction is covered by the camp. All long-term counseling staff are expected to be CPR/AED certified unless already certified elsewhere. Given our remote location (over an hour from the nearest hospital), we take emergency preparedness seriously.

- Can I wait to decide?

  You can, but keep in mind that spots fill fast. We aim to lock in our cabin counselors and specialists by the end of March. Some positions are already spoken for. If you're thinking seriously about applying, don't delay. Pray about it, but take the next step. The process takes time.

- What's the application process?

  Head to northernfrontier.org and start an online staff application. If you're unable to fill it out online, contact us and we'll send a version by email or mail.

  You'll need:

  • A completed application

  • Three references (one should be your pastor; if not, a Christian mentor, professor, or leader who knows you well)

  • Prompt submission of all materials

  Once everything is in, we'll follow up with your references and prior employers. If accepted, you'll receive your Acceptance Packet with all the details. If you have questions at any point, reach out, and we'll walk you through it.

- Why serve at Northern Frontier?

  There are a lot of great camps and mission opportunities out there. But there’s something different here. Something rare.

  At Northern Frontier, you’ll be challenged, mentored, and pushed to grow in your faith, your leadership, and your character. You’ll build friendships that last. You’ll find godly men who want to pour into your life. You’ll experience joy, hard work, adventure, and purpose. And you’ll have a ridiculous amount of fun doing it.

  We’ve been discipling, training, and raising up boys and men for over 80 years. You could be part of that legacy.

  And yes, we should’ve said it sooner, being on staff at NF is a blast. Yes, it’s hard work, but it’s worth it. The summer you will have will be unforgettable. You’ll never be the same.