



# MCGAW YMCA CAMP ECHO STAFF EXPERIENCE SUMMER 2021

## CHANGE LIVES, CHANGE THE WORLD



MCGAW YMCA  
CAMP ECHO

est. 1924

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## CAMP ECHO IS FOR ALL

Aligned with the mission of the McGaw YMCA, Camp Echo strives to build a stronger community for all. We recognize that being for all requires addressing inequities of historically oppressed and underrepresented communities. A strategic priority for the McGaw YMCA and Camp Echo is to make progress as an Anti-Racist, Multicultural Organization. We don't have all the answers but are working with staff and community leaders to make progress.



## GOALS & VALUES

Everything that happens at Camp Echo is done with our core values of Caring, Responsibility, Respect, and Honesty in mind! AND, when we do these things as a community, we have a whole lot of FUN! These values help us achieve our goals for campers and staff: Safety, Community, and Personal Growth in Spirit, Mind, and Body.

For a vast majority of Camp Echo staff, working at Camp Echo also means living at Camp Echo for the summer. The following information provides insights into what is available to staff living at camp!

## **HOUSING**

Housing, as outlined in the position descriptions throughout this document, is provided at no charge to staff living at camp.

## **MEALS AND DIETARY RESTRICTIONS**

Meals are provided to all staff while they are working at camp. Camp Echo kitchen staff work hard to accommodate a wide range of dietary restrictions, such as gluten-free, dairy-free, vegetarian, and vegan. Peanuts and tree nuts are not served or cooked with in any camp meals. Staff are able to keep personal food in the Staff Lounge, which will have a basic kitchen available for meal prep in Summer 2021.

## **LAUNDRY ACCESS**

Camp Echo does not currently have staff laundry but is working on adding it for Summer 2021! There are multiple laundromats in Fremont if laundry isn't available at camp.

## **TIME-OFF**

During time-off during camp sessions, staff are expected to stay on camp property. Between sessions, staff are welcome to depart Camp Echo and are expected to honor the Social Contract for the summer.

## **CELL PHONES & INTERNET**

Cell phones and other tech devices may be used during time off. Camp Echo has several wireless internet access points but there is not wireless internet in all cabins. Cell service works in most areas of camp.

## **TRANSPORTATION**

Staff 18 years old or above are expected to arrange their own transportation to/from Camp Echo. Team Leaders will support staff who need help getting to/from camp. Between sessions, staff are also sometimes assigned to ride the buses with campers between camp and Evanston, IL.

## **FREMONT, MI**

Fremont is a robust rural community known as the home of Gerber Baby Foods. There are many fast food restaurants, grocery stores, and a hospital in the downtown area, a 10-15 minute drive from camp.

The following roles work directly in Camp Echo programs with campers and fellow staff to deliver safe and inspiring experiences that bring joy, wonder, and growth to all involved.

# PROGRAM STAFF PAY

## POSITIONS

## BASE PAY RANGE\*

Junior Staff	\$204/week
Traditional Camp Counselors	\$318 - \$354/week
Family Camp Staff	\$318 - \$354/week
Teen Leadership Staff	\$342 - \$378/week
Teen Wilderness Staff	\$342 - \$378/week
Horseback Riding Program Staff	\$318 - \$402/week
Activity & Program Specialists	\$360 - \$408/week
Adventure Trip Guides	\$360 - \$408/week
Unit Leaders	\$432 - \$492/week

**\*EXPERIENCE INCREASE:** The base pay ranges account for staff with varying levels of experience in a given role. For each season of experience, a staff member's base pay will be increased \$12/week, within range shown.

## CERTIFICATION BOOSTS

In addition to base pay, staff are eligible for boosts in pay for certifications used in their role. Boosts don't apply if Camp Echo provides certification.

Lifeguard	\$36/week
Wilderness First Responder	\$60/week
Certified Horsemanship (CHA)	\$12/week/level (max \$72/week)

## SAMPLE CALCULATION

3rd year Traditional Camp Counselor with Lifeguard Certification:

$\$318 + \$24 \text{ experience} + \$36 \text{ lifeguard} = \$378/\text{week}$

The following roles provide crucial support to programs: feeding camp, caring for campers, communicating with parents, and SO MUCH MORE! This behind-the-scenes team makes camp run.

# OPERATIONS STAFF PAY

## POSITIONS

## BASE PAY RANGE\*

### FOOD SERVICE

Food Service Aide	\$318 - \$378/week or \$9.65/hr
Camp Cook	\$360 - \$408/week or \$10-\$15/hr
Food Service Director	\$720 - \$800/week or \$18-\$20/hr

### WELLNESS

Health Officer	\$360 - \$420/week
MESH Director-In-Residence	\$432 - \$492/week
Inclusion Specialist	\$432 - \$492/week
Equity Specialist	\$432 - \$492/week
Health Director-In-Residence	\$432 - \$492/week

### ADMINISTRATIVE STAFF

Town Run	\$11 - \$13/hr
Trading Post Manager	\$11 - \$13/hr
Office Assistant, Fremont	\$11 - \$13/hr
Office Coordinator, Evanston	\$14 - \$15/hr
Photographer	\$318 - \$414/week
Operations Specialist	\$360 - \$420/week

**\*EXPERIENCE INCREASE:** The base pay ranges account for staff with varying levels of experience in a given role. For each season of experience, a staff member's base pay will be increased \$12/week, within range shown.

## CERTIFICATION BOOSTS

MSW - \$90/week

EMT: \$90/week

RN/MD - \$200/week

# STAFF BENEFITS

Working at an overnight summer camp provides an incredible array of benefits to staff members. It is a very real job and the American Camping Association has identified many of the benefits camp staff receive: leadership, 21st century skills, professional development, training, and more!

The following are a few additional benefits specific to Camp Echo!

## **PROFESSIONAL DEVELOPMENT**

Every role at camp will challenge staff members to grow as professionals and leaders. Time management, interpersonal skills, communication, public speaking, innovation, project management, group leadership, conflict resolution, inclusion, work ethic, and SO MUCH MORE! Skills developed at camp will benefit summer staff for the rest of their lives.

## **MCGAW YMCA MEMBERSHIP**

As employees of the McGaw YMCA, Camp Echo staff are provided an individual McGaw YMCA membership for the duration of their employment. Since staff working in Fremont, MI cannot easily access the McGaw Y in Evanston during employment, activation of this membership can be deferred up until March 1 of the following year.

## **MENTAL HEALTH SUPPORT**

Working at Camp Echo is a lot of fun AND can be stressful for staff. Camp Echo employees have access to the Y Employee Assistance Program during the summer as a free benefit to staff who need someone to talk to. Additionally, Team Leaders can make schedule accommodations for staff to connect with mental health providers throughout the summer.

## **CAMPER DISCOUNTS**

Children, or dependents, of staff working at Camp Echo during the summer are eligible for discounted program fees. Contact us to learn more!

## **CAMP STORE DISCOUNTS**

From the moment hiring paperwork is completed until the end of September, Camp Echo staff are eligible for 50% off Camp Echo apparel and souvenirs.

## **CERTIFICATION PAY BOOSTS**

Camp Echo recruits staff with a wide range of skills and experiences. If you have a certification not shown on our pay scales, which you believe is an added value to your specific role, inform your team leader during the hiring process and they will let you know if it is eligible for a boost in your summer pay.



## REFERRAL GIFT

Whether or not you will be joining us at Camp Echo this summer, you can strengthen our summer staff team by referring great leaders to join us!

Anyone who refers a new Camp Echo staff member will receive a \$50 gift card to the Camp Echo store. This gift card will be sent to the individual making the referral as soon as the new staff member has completed all hiring paperwork to become an official Camp Echo staff member.

Individuals who were campers at Camp Echo in the past three years are not recognized as new staff for referrals, as there are many incredible staff leaders who have inspired them to work at camp!



## ALL-SUMMER ALL-STAR GIFT

Any staff member that works 10 or more weeks at Camp Echo during our summer season (May–September) will receive a unique Summer 2021 All-Summer All-Star gift, often a limited edition piece of Camp Echo gear.

CHANGE FOR 2021: There will be no cash bonuses for All-Summer All-Stars. The cash bonus has been eliminated in favor of raising the salaries of ALL seasonal staff, regardless of duration of employment. Our hope is that this will better support our entire staff community and have minimal impact on our All-Summer All-Stars, who will earn more throughout the summer.

# JUNIOR STAFF



**YOUR DAY:** You learn the ins and outs of how camp operates AND get to have fun with your peers as you do various camp activities. During your first session you will rotate through a variety of daily tasks such as serving meals, keeping camp clean, and caring for Camp Echo's horses. Once you have gained experience in these various roles, your Unit Leader will give you opportunities to spend more time working in the support areas that interest you most in your second session.

In addition to your daily staff assignments, 2-3 hours per day will be scheduled training or activity time. Some examples include: fire-building and camp cooking, archery, and swimming.

**YOUR LIVING ARRANGEMENT:** You will live in a cabin with other Junior Staff and 1-2 staff mentors, such as Activity Specialists.

**YOUR PAY:** \$264/week

**YOUR DATES:** Junior Staff are hired in two session blocks: Sessions 1-2 (June 6-25), 3-4 (June 27-July 23), or 5-6 (July 25-August 6)

**YOUR STRENGTHS:** A passion to learn new things, get your hands dirty, and have fun while you work hard!

**SPECIAL NOTES:** Junior Staff is a unique opportunity to learn how many different aspects of camp operate, which will benefit all employees in future roles at camp.

**WHY YOU MATTER:** Our Junior Staff team is a force for good at camp! With cohorts of 10-12 staff members, this group can take on a variety of projects and make a big difference in little time.



# TRADITIONAL CAMP COUNSELORS



**YOUR DAY:** Your primary responsibility every day is supporting your campers in spirit, mind, and body. You and your co-Counselor will help your campers navigate the independence that comes from being away from home by ensuring that they are healthy and happy. One of the highlights for campers is feeling like a valuable member of their cabin community. You will help foster positive relationships within your cabin by leading team-building activities and meaningful group discussions. Additionally, counselors are trained to lead a variety of activities including boating, archery, nature and more. Leading activities with your co-counselor and with the support of Activity Specialists is a major part of the daily schedule for counselors.

**YOUR LIVING ARRANGEMENT:** You will live in a cabin with 6-8 campers and 1-2 Counselors.

**YOUR PAY:** \$378 - \$414/week (plus certification boosts)

**YOUR DATES:** May 21 - August 13

**YOUR STRENGTHS:** Enthusiasm, Flexibility, Compassion, Leadership, Safety, Humor, Inclusion

**SPECIAL NOTES:** *Traditional Camp Counselors are supported by Traditional Camp Unit Leaders who will provide coaching and resources both in one-on-one check-ins and as part of unit-wide gatherings.*

**WHY YOU MATTER:** YOU CHANGE LIVES! You will be supporting campers through life-changing experiences early in their development. Many campers you work with will be experiencing independence for the first time and your support will put them on a path to continued personal challenges and growth.

# TEEN PROGRAM STAFF



**YOUR DAY:** Teens can choose a leadership-focused program, a wilderness-focused program or both! Teen Staff may teach outdoor living skills, lead team-building activities or coordinate service work. The day-to-day schedule depends somewhat on whether you are a Leadership or Wilderness Teen Staff.

**YOUR LIVING ARRANGEMENT:** Either in a cabin with leadership teens or in a platform tent next to the wilderness teens.

**YOUR PAY:** \$378 - \$414/week (plus certification boosts)

**YOUR DATES:** May 21 - August 13

**YOUR STRENGTHS:** Teamwork, Communication, Trustworthiness, Creativity, and Instruction

**SPECIAL NOTES:** Teen Wilderness Programs live in our more rustic settings at camp. They often cook and eat meals on their own away from main camp.

**WHY YOU MATTER:** Teens are the future of camp, our community and our world! You are the role model for tomorrow's leaders.



# HORSEBACK RIDING STAFF



**YOUR DAY:** Horseback Riding Program Staff provide riding lessons and horse experiences to a range of campers of differing ages and skill levels. Barn Staff care for our horses by providing daily grooming and health checks, evaluating horses to determine which jobs and campers they are best suited for, and maintaining a clean and orderly barn and pasture.

**YOUR LIVING ARRANGEMENT:** You will live in a one-room peak cabin with other barn staff or food service staff.

**YOUR PAY:** \$378 - \$414/week (plus certification boosts)

**YOUR DATES:** May 21 - August 13

**YOUR STRENGTHS:** Teamwork, Animal Care, Decision-Making, and Empathy

**SPECIAL NOTES:** Horseback Riding Program Staff oftentimes have the opportunity to accompany cabins or "Horseback Overnights" when campers get to ride a horse to a campsite where we have a second pasture and ring.

**WHY YOU MATTER:** Horseback riding is a great way for campers to try something new and build skill during their time at camp. You make sure the campers stay safe and have fun in an activity that is likely different than anything they've done at home.



# ACTIVITY SPECIALISTS



**YOUR DAY:** Every day will follow a similar flow within the routine of on-site programs, but you will enhance your expertise by spending a majority of your time in a specific program area of camp. You will teach campers the basics of your specialty and challenge them to continue growing throughout their time at camp. When not in your specialty area, you will be supporting the overall operation of camp by participating in unit-based and all-camp programming.

**YOUR LIVING ARRANGEMENT:** You and possibly 1-2 other Activity Specialists will live with a small group of Junior Staff in a cabin. You will serve as a mentor to this group while living with them.

**YOUR PAY:** \$420-\$468/week (plus certification boosts)

**YOUR DATES:** May 15 - August 13 (or longer for Family Camp)

**YOUR STRENGTHS:** Communication, Motivation, Enthusiasm, Leadership, Safety, Inclusion

**SPECIAL NOTES:** Arts & Crafts, Ropes, Sailing, Swimming, or Waterskiing.

**WHY YOU MATTER:** The experiences you provide will give campers unparalleled sense of achievement as they overcome obstacles and learn new skills they will carry with them for life!



**YOUR SESSION:** You will start a session on site at Camp Echo. The first few days will be spent getting to know your campers and developing community while packing out the necessary gear and food for your adventure. Once packed, you will then depart for your destination. You will spend the next 7-10 days on trail, backpacking and canoeing through beautiful wilderness. At the end of the trip you will return to camp and clean up your gear so it is ready for the next adventure.

**YOUR LIVING ARRANGEMENT:** You will live in a Yurt with several other Trip Guides while on camp between trips. During your trips, you will have the option of sleeping in a tent by yourself or with another Trip Guide.

**YOUR PAY:** \$420 - \$468/week (plus certification boosts)

**YOUR DATES:** May 21 - August 13

**YOUR STRENGTHS:** Safety, Critical Thinking, Decision Making, Maturity, Creativity, Inclusion, Attention to Detail

**SPECIAL NOTES:** This role is a lot of fun AND has great responsibility. While on trail you and your co-guide will be responsible for the safety and well-being of all your campers. Free WFR training in May at Camp Echo for guides!

**WHY YOU MATTER:** Guides have a unique job that allows them to have significant impact that has the potential to last a lifetime. A campers growth is amplified in the backcountry and you will help them cultivate meaningful relationships with themselves and others while establishing a love for the outdoors.



# UNIT LEADERS



**YOUR DAY:** You will support the staff and campers within your assigned unit of 4-8 camper groups. You will conduct regular one-on-one check-ins and create meaningful community building opportunities for the staff assigned to your unit. Unit Leaders are responsible for planning and leading programs for the entire unit including evening programs, large-group team-building and engaging unit activities. Unit Leaders work together as part of the summer leadership team to be great role models and mentors for the rest of the camp community.

**YOUR LIVING ARRANGEMENT:** You will live in a one-room peak cabin with at least one other Unit Leader.

**YOUR PAY:** \$450 - \$510/week (plus certification boosts)

**YOUR DATES:** May 15 - August 13

**YOUR STRENGTHS:** Leadership, creativity, communication, resourcefulness, and compassion

**SPECIAL NOTES:** Unit Leaders are supported by members of the full-time staff. Unit Leaders often have previous camp experience and are enthusiastic about sharing their experience and expertise with others.

**WHY YOU MATTER:** You are the leaders of our summer teams. Your hard work and creativity generates life-changing experiences for staff and campers



# WELLNESS STAFF



**YOUR DAY:** Every day is different for our wellness team, depending on the needs of campers and staff. And you can also expect clear operational responsibilities and follow a daily schedule with things like medication administration, camper care meetings, sick call, and meal times. Our wellness team regularly communicates with parents and outside health professionals. You are role models and leaders on camp, and will also meet with counselors and Unit Leaders at the start of each session so they can prepare for any health needs of their arriving campers. This team also responds to camp emergencies.

**YOUR LIVING ARRANGEMENT:** Health officers live in the clinic apartments. Inclusion and Equity Specialists live in peak cabins with 1-2 peers. Directors-In-Residence live in peak cabins with any family members that join them.

**YOUR PAY:** \$378 - \$414/week (plus certification boosts)

**YOUR DATES:** May 15 – August 13\*

\*The commitment for Directors-In-Residence is at least one session (one-two weeks).

**YOUR STRENGTHS:** Safety, Compassion, Flexibility, Decision Making, Maturity, Inclusion, Organization, Reliability

**SPECIAL NOTES:** Some certifications are required for these roles, like Health Officer certification. We can help you achieve certification! Directors-In-Residence must have a medical or social work license.

**WHY YOU MATTER:** You keep all of camp safe and healthy: physically, mentally, emotionally, and socially! Through a combination of proactive strategies and as camp's first responders, this team is critical to a successful summer. Our campers and staff rely on your support and expertise. You make people feel secure and safe.

# FOOD SERVICE STAFF



**YOUR DAY:** Food service team members have varied schedules, all of which revolve around the camp meal schedules. Cooks will mostly work 8-hour shifts, usually covering either breakfast and lunch OR lunch and dinner. Kitchen Aides may have a similar schedule or be spread out over the course of all three meals with extended time off between meals. Kitchen staff arrive a few hours before an assigned meal to begin preparing the meal and sometimes have to stay a few hours after to finish clean-up.

**YOUR LIVING ARRANGEMENT:** Food Service Staff may commute in and out of camp daily or live on site. On-site staff will live in a cabin with a few other staff members.

**YOUR PAY:** Varies, depending on role.

**YOUR DATES:** May 15 – August 13

**YOUR STRENGTHS:** Safety, Teamwork, Communication, Work Ethic, Customer Service, Attention to Detail, Organization

**SPECIAL NOTES:** Food Service staff has many opportunities to participate in other parts of camp if they desire, such as doing camp activities or spending time exploring the vast Camp Echo property.

**WHY YOU MATTER:** Food service is critical to the wellness of the camp community and meal times are incredible opportunities to strengthen community. You have the power to make everyone on camp happy three times a day. There are few greater feelings than feeding an entire camp!



# ADMINISTRATIVE STAFF



**YOUR DAY:** Your day will follow the overall structure of on-site programs, but no two days will look the same. Most of your work will be completed independently, with the support of your supervisor. You may also be asked to support other aspects of camp life if necessary.

**YOUR LIVING ARRANGEMENT:** You may be a local commuter, based in Evanston, or live at Camp Echo. If you are living on-site it will be with 1-2 other staff in a staff cabin.

**YOUR PAY:** Varies, based on role.

**YOUR DATES:** All administrative positions are expected to work, at minimum, May 21-August 13. Some positions have the option to start as early as May 1 and extend into September.

**YOUR STRENGTHS:** Organization, Initiative, Flexibility, Communication, Customer Service

**SPECIAL NOTES:** Some administrative positions work on the 9-5 schedule and are paid hourly. Others live and work full-time at Camp Echo. While administrative positions primarily work in more of the office setting, you are still a part of the Camp Echo community and will have the opportunity to engage with campers and other staff. All equipment (computers, phones, cameras, etc) is provided by Camp Echo.

**WHY YOU MATTER:** You make camp run! Our administrative positions work as a team behind the scenes to make sure that others can do their jobs seamlessly. The communication and support you provide to parents and families, whether it be through photographs or phone calls, is crucial to both their experiences and Camp Echo's long-term reputation.