



CAMP SLOANE YMCA

**WELCOME TO THE
BEST SUMMER OF
YOUR LIFE**



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WHY CAMP SLOANE?

ABOUT SLOANE

Founded in 1928, Camp Sloane is located on 270 acres in the heart of the Berkshires. We live in canvas-walled, platform tents, experiencing all that the great outdoors has to offer. We firmly believe that camp is for all, & everything that happens here is done with our core values of Caring, Honesty, Respect, & Responsibility in mind, as well as our camp motto of 'Others'.

OUR CAMPERS

Each summer we welcome 1,600 campers, ages 7-15, from New England and around the world (250 per session). We have a great mix of new campers and campers who have spent multiple summers at Sloane. Our campers come from a diverse range of backgrounds and exhibit behaviors typical of their ages.



OUR PROGRAM

Our co-ed programs help kids 'unplug' from technology so they can reconnect with themselves and each other. More than that, it's a chance to get away from the precarious world in which we live and the stresses of school and life. We provide a choice-based, progressive program that fits the individual needs and interests of each camper - in all of our activities, we strive to empower campers with the confidence and character they need to reach their full potential.

OUR STAFF

Each summer, we recruit around 100 college students and young professionals from around the world to join our team. We seek staff with warm personalities, positive attitudes, strong work ethics, good character, and a sincere desire to work with children. Many staff members are former campers who give Sloane a great sense of community and tradition, while our new staff members bring fresh ideas and energy to our community.

STAFF LIFE

HOUSING

All of our camp counselors live in a tent with up to 6 campers and sometimes with a co-counselor. Support staff and Leadership staff also live in tents, while Directors live in cabins nearby to the Villages.

Tents are grouped into 'Villages'. There are 4 Villages in Hill Camp (Girls+) and 4 Villages in Valley Camp (Boys+). We also have our 'Teen' Village. Each Village has its own bathroom.

MEALS & DIETARY RESTRICTIONS

Meals are provided to all staff while they are working at camp. Camp Sloane kitchen staff work hard to accommodate a wide range of dietary restrictions, such as gluten-free, dairy-free, vegetarian, and vegan. No nuts of any kind are used in our meals or allowed on camp. Staff are able to keep personal food in the Staff Lodge, which has a small kitchen available for staff to use on their time off.

TIME OFF & FREE TIME

All staff receive one 24-hour period off each week PLUS one 4-hour evening off every 2 weeks. During your time off you can leave camp, visit local areas, and are 'off-duty' during this time.

Between sessions, and at various points each day/evening you will have scheduled times when you are free **on camp**. During this time you can visit the staff lodge, join activities or simply rest. You may not leave camp & are still considered 'on-duty'.

We have a large Staff Lodge, with a kitchen, lockers, TV, wifi, charging points for your tech and plenty of seating. The Staff Lodge is the only place where your technology (e.g. phones/laptops) is allowed to be stored and used on camp.

LAUNDRY ACCESS

Camp has an optional laundry service every 2 weeks. The fee for this is \$15 for a large bag of laundry. There are also laundromats nearby to do your own laundry.

TRANSPORTATION & THE LOCAL AREA

We provide transportation to the local areas for staff days off. We have a few towns nearby with restaurants, movie theaters and shops. There are also many incredible hiking trails too - we are right by the Appalachian Trail!

JOB ROLES & RESPONSIBILITIES

COUNSELOR

As a camp counselor, a huge part of your role at Sloane is leading your tent. You'll live in a tent with up to 6 campers & occasionally a co-counselor. Your job is keeping campers safe and healthy, being a positive role model, helping campers learn & grow, cultivating friendships & belonging, & making sure everyone has fun.

In addition to living with a tent group, all our counselors also teach in an activity area. As an instructor, you'll work with other counselors in your activity, under the guidance of an Activity Director. Your Activity Director will help you draw on your own experiences, as well as teach you new skills, that will enable you to plan and run classes successfully. See a list of our [Activities](#).

LEADERSHIP & DIRECTORS

Our Leadership staff consists of our four Village Directors, Day Camp Program Director, and six Activity Directors (Adventure, Arts, Athletics, Boating, Riding, Waterfront). These staff members oversee counselors and programming in their areas.

The Sloane Director team is made up of the Social Worker, Hill Camp Director, Valley Camp Director, Teen Director and Day Camp Director. Directors have a wide variety of responsibilities, overseeing all staff, planning camp-wide & program-specific schedules, and working closely with our camp families.

SUPPORT

Our Support staff includes our incredible Kitchen, Maintenance, Nursing, and Office teams, as well as our Camp Driver. They are the backbone of camp and keep this place running smoothly by preparing meals, keeping camp clean, providing important health care and organising transportation for your days off!



DAILY SCHEDULE

TIME*	ACTIVITY	YOUR ROLE
7:15am	Wake Up	Wake up your campers
8:00am	Morning Flag	Attend flag ceremony
8:15am	Breakfast	Sit & eat with your tent group
9:00am	Village Time	Get campers ready for activities
9:20am	Areas of Responsibility	Lead campers in clean up of camp
9:30am	Activity Period 1	Teach a class
10:30am	Activity Period 2	Teach a class
11:30am	Activity Period 3	Teach a class
12:20pm	Village Time	Tidy tent, change clothes
12:45pm	Lunch	Sit & eat with your tent group
1:30pm	Oval	Recess. Supervise and have fun
2:00pm	Rest Hour	Be with your campers in your tent
3:00pm	Free Swim	Supervise & play at pool or lake
3:55pm	Tent Bonding Time	Lead an activity for your tent
4:45pm	R&R	Supervise & play in Village
5:40pm	Eventide	Lead/attend reflective session
5:50pm	Evening Flag	Attend flag ceremony
6:00pm	Dinner	Sit & eat with your tent group
7:00pm	Evening Program	Lead/participate in Village activity/all-camp event
8:30pm	Bedtime Preparation	Get campers ready for bed
9:00pm	Vespers	Lead bedtime chats with your tent
9:40pm	Village Duty/Free Time	On duty in Village/enjoy free time
11:30pm	Staff Curfew	Be back in Village and go to bed

*These times reflect a day in the life of a camp counselor in Overnight Camp. Day Camp counselors follow a similar schedule just with slightly different timings e.g. Day Camp have two activity periods in the morning, eat lunch at 11:45, and have 3 activity periods in the afternoon. Day Camp counselors will re-join their tent and village for dinner, evening program and night time duties.

Does it seem a little overwhelming? Don't worry, we'll teach you everything you need to know during our 10-day Staff Training, before campers arrive.

DATES, POSITIONS & SALARIES

2022 DATES

Spring Season: May 23-31
 Equestrian Staff: May 27 arrival
 Director Training: June 1-6 (Hill, Valley, Teen & Day Camp Directors)
 Leadership Training: June 6-9 (Activity, Village & DC Program Directors)
 Certs Week: June 9-15 (Lifeguards, Ropes) / June 13-15 (Athletics)
 Staff Week: June 15-25 (all staff)
 Summer Camp: June 26 – August 20
 Fall Season: August 21-Sept 9

PROGRAM STAFF

	BASE PAY
Camp Counselor	\$378/week
Activity Director	\$438/week
Village Director	\$456/week
Day Camp Program Director	\$456/week
Teen Director	\$480/week
Hill/Valley Camp Director	\$480/week
Day Camp Director	\$480/week

SUPPORT STAFF

	BASE PAY
Kitchen Staff	\$378/week
Maintenance Staff	\$378/week
Office Staff	\$378/week
Media/Photographer	\$378/week
Camp Driver	\$378/week
Nurses	\$1200/week

COMPLETION BONUS

All staff are eligible to receive a completion bonus when they work their agreed summer dates. The starting completion bonus is \$100. This increases each year a staff member returns to camp in the same position.

See our [website](http://www.campsloane.org/work-with-us) for specific job descriptions. Please note that salaries differ for new international staff based on their individual agency agreements.



STAFF BENEFITS, BONUSES & UNIFORM

PROFESSIONAL DEVELOPMENT

Working at camp is one of the most life-impacting jobs in the world. Every role at camp will challenge staff members to grow as professionals and leaders. Not only will you make a difference in kids' lives, but you'll also develop critical personal and professional skills that will be assets in your future life & career:

- Communication
- Problem-Solving
- Decision-Making
- Time Management
- Taking Initiative
- Conflict Resolution
- Leadership & Teaching
- Interpersonal Skills
- Organizational Efficiency
- Flexibility & Resilience
- Public Speaking
- Teamwork

THE BENEFITS

Need more convincing? When you join our team, you'll receive:

- Competitive salary
- Lodging and meals provided
- Specialized training & certifications (CPR/First Aid/Lifeguarding/Archery/Ropes etc.)
- Strong letters of recommendation
- Lifelong friendships with people from around the world
- An internship unique to you
- Networking opportunities with staff, alumni, and professional organizations

CAMP STORE DISCOUNT

Receive a 20% discount on any camp store purchases made throughout the summer.

REFERRAL BONUS

Do you have a friend who you think would make a great addition to our staff team? Anyone who refers a new Camp Sloane staff member will receive a \$100 bonus once the new staff member has completed the summer.

STAFF UNIFORM

Staff are provided with polo shirts to be worn on check in and check out days. Day Camp staff will also receive t-shirts to be worn each weekday. Staff need to provide their own khaki (light brown) pants/shorts to wear on check in & check out days.

MENTAL HEALTH SUPPORT

Working at Camp Sloane is a lot of fun AND can be stressful for staff. We have a Social Worker at camp who is available to support staff who need someone to talk to. Additionally, we can make schedule accommodations for staff to connect with mental health providers throughout the summer.

CAMP POLICIES

By choosing to work at Camp Sloane, you are agreeing to abide by our policies and procedures for the entire summer. It is a huge commitment and it is important to be aware of the expectations of all staff at Camp Sloane.

BASIC EXPECTATIONS & ATTENDANCE

Staff will at all times remember that they are role models for the campers! Each staff member is expected to conduct themselves in an ethical, moral and legal manner in order to set the best example for each camper. Staff are expected to attend all camp functions and assigned duties (e.g. flag raising/lowering, meals, evening programs) unless otherwise assigned, on scheduled time off, or specifically excused by the Camp Director.

SALARY & PAY PERIODS

Each staff member agrees to work for a specified salary in their summer agreement, which is based on a standardized pay scale that ensures fair and consistent compensation for all staff (see pg 6). We pay on a bi-weekly schedule via direct deposit. International staff will be paid onto a 'Cliq' pre-paid debit card account.

ELECTRONICS

Camp Sloane is a technology-free camp. Campers are not allowed to bring their phones or other devices to camp. Staff are not permitted to carry or use a cell phone or other personal electronic device at any time when on duty or in the presence of children. All technology must be kept in the Staff Lodge.

DRESS CODE

Staff are expected to take care of their personal grooming, hygiene and appearance in ways that are consistent & appropriate with being positive role models. As a general rule, staff must dress appropriately for the activity they are doing (e.g. correct footwear at the climbing tower, long pants for horse riding, correct attire when lifeguarding)

NON-NEGOTIABLES

Camp Sloane is a smoke-free facility, which means that there is absolutely nowhere on property where smoking or vaping is allowed. We are also a completely alcohol and drug-free camp. If you are found with alcohol or drugs on camp, you will be dismissed immediately.

When hired, staff will be sent all Camp Sloane policies in full.

APPLICATION PROCESS

QUALIFICATIONS

- Must be 18 years of age and a high school graduate
- Must pass application, reference, and criminal background checks
- Must submit a Form I-9, a Form W-4, and a Voluntary Disclosure Statement
- Must submit Health History and Physical Examination Information
- Must love working with children!

REFERENCES

In addition to your application, you're required to submit at least two reference forms from adults who can attest to your character and work ethic. The references must include at least 1 personal and one professional.

As soon as you submit your application, your references will receive an email from us. Please make sure you have their permission to list them as references.

INTERVIEW

We'll contact you to schedule an interview when we receive your application and reference forms. The interview will last 30 minutes to an hour and is a chance for us to get to know you and for you to ask any questions you might have about camp.

INTERNATIONAL STAFF

If you're a former Sloane camper or staff member, please contact us by emailing rhino@campsloane.org.

If you're new to Sloane, we recruit international staff from the agencies below. If you're not already signed up with an agency, please contact us before you apply.

- Camp America
- Camp Leaders
- CCUSA
- CIEE
- IENA
- InterExchange



QUESTIONS

If you have questions or concerns about Summer Camp positions, please email rhino@campsloane.org or call 860-435-2557.

JOIN US!

Camp Sloane is a diverse and welcoming community for individuals who want to be a part of something and make a difference. You will learn from people who are different from yourself, and be challenged to grow alongside your campers. We seek mature and hard-working staff who demonstrate Camp Sloane's core values, work ethic and activity-specific skills.

Working at Camp Sloane all summer is a huge commitment, and requires a dedicated attitude and willingness to be flexible, solution-based and team-oriented.

In return you'll build incredible relationships with peers and campers, learn new skills that will set you up for life and of course, have the BEST SUMMER EVER!

Camp Sloane is committed to creating and maintaining an environment where everyone is respected and included.

If you're interested in applying, go to our [website](#) to find out more.



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