

# SUMMER CAMP APPLICANT FAQ'S



## What positions are available during the summer?

We hire about 45 summer staff members. The majority of them are Day or Resident Camp Counselors. We also hire a number of Program Staff: these people lead special activities, like adventure course, arts and crafts, group games, and lifeguard during waterfront activities. We also hire several people to work in the Camp Kitchen, and one Media Specialist who captures the special moments at Camp. For more information on these positions check our website.

## What is the process of the application?

The process typically consists of filling out an online application, gathering references, and participating in an interview.

## What is the time frame of the application process?

We start accepting applications at the beginning of December. We interview the majority of our candidates in January and the first two weeks of February. We start hiring people in mid-February.

## Can I use my summer job as an internship?

Virtually any summer job can be used as an internship as long as your school approves it. You will be responsible for providing the necessary paperwork and discussing the expectations with the Program Director.

## What are the dates of employment if I get hired?

- Training week (mandatory): June 12-21
- Resident Camp Staff: June 23-July 27
- Day Camp Staff: June 24-August 17
- Program and Kitchen Staff: June 23-August 16

## Do I have to work the entire summer?

Yes, you have to commit to the entire length of the job for which you apply. See the dates above. After Resident Camp is over, we may be able to give limited time-off to some of our staff members. This is offered on a first come, first serve basis. However, candidates who do not need time-off during camp sessions may have an advantage in hiring.

## Who can be a reference?

We ask you to choose from three different areas of life: a ministry leader or pastor for spiritual reference; a teacher, professor, or employer for professional reference; and a mentor, colleague, or family friend (not a peer or a close friend) for personal reference.

## Are Reference forms sent out automatically?

Yes, if you provided a valid email address. They will receive a link to complete the form online. If they don't have an email, you must send them a paper form. In this case contact us for a PDF version of the reference. It is your responsibility to make sure that all the references, online or paper, arrive to Camp. We will not hire applicants who don't have all three of their references submitted.

Do I have to come to Staff Training?

Absolutely. The training serves multiple purposes: to facilitate staff bonding, cultivate a healthy organizational culture, and to prepare and equip you for your job. You don't want to miss it.

Am I old enough to work at Men-O-Lan?

If you are 16 years old by June 1<sup>st</sup>, 2019, you can apply for a kitchen or a lifeguard position. If you are 18 by June 1<sup>st</sup>, 2019, you can apply for counselor and program positions. Applicants for leadership roles must be 19 or 21 or older, depending on the position.

Are there any special requirements to work at Men-O-Lan?

- Counselors: experience with children is a requirement.
- Lifeguards: American Red Cross certification and previous lifeguarding experience is required.
- Program staff: previous experience related to the position you are applying for is required.
- Kitchen: previous experience is preferred but not required.
- Everyone: be a committed follower of Jesus Christ.

Do we get any time-off during the camp week?

Every day our staff members get a 30-60 minute break, depending on their position. Resident Camp, Program and Kitchen Staff get Saturdays off, Day Camp Staff get Saturdays and Sundays off.

How much will I get paid?

Depending on your position, you may get \$185-\$250 per week (excluding Training Week, which is a flat rate of \$150). You will also receive room and board while working at Camp.

What kind of qualities are you looking for in a candidate?

- Committed follower of Jesus Christ with sufficient knowledge of the Bible
- Responsible and reliable, demonstrates high level of integrity
- Takes initiative and is flexible
- Kind and respectful
- Outgoing, energetic, and passionate
- Nurturing
- Demonstrates endurance and perseverance
- Must be able to maintain leadership and emotional stability while caring for campers, often with little sleep and under stress
- Ability to stay energized from early morning till evening maintaining a positive attitude
- Must be able to participate in high-energy games and activities (including but not limited to running, jumping, climbing, hiking in the woods, and swimming)