



YMCA
CAMP SEA GULL
CAMP SEAFARER

STAFF REQUIREMENTS TO WORK AT CAMP SEA GULL AND CAMP SEAFARER

ELIGIBILITY

- You must be 16 years of age at the time of application.
- CILT (Camper in Leadership Training) experience preferred.
- Must have 1-2 years of experience working with children.
- Priority will be given to applicants who can attend Staff Training week and are available to work the full summer.

GENERAL RESPONSIBILITIES

CABIN RESPONSIBILITIES

- All cabin counselors live with or are assigned to a cabin of campers. All counselors are responsible for the supervision of their campers at all times – at sunup and at sundown, before and during meals, during rest period and rainy periods, and during evening programs. When counselors have scheduled time-off, they are not required to be with their cabin.
- Senior counselors in charge of the cabin are required to write a weekly report on each camper to update the child's parents. Letters are written during a scheduled time on Friday evenings and must be written accurately and genuinely, neatly and legibly, and completed during the aforementioned scheduled time.

ACTIVITY RESPONSIBILITIES

- All counselors are assigned to an activity at which they will work for the duration of the summer.
- Counselors report to their Activity Chiefs (those in charge of each activity) each day for the program periods: 9:30 AM to 12:30 PM; 2:30 PM to 5:30 PM. They work for the entire activity period, weather permitting.
- Objectives at each activity are safety, fun, and skill and character development.

TIME OFF

Time-off is organized according to a definitive written schedule to fit the opening and closing of each session and established so that activities and cabins are properly supervised at all times. Special time-off can be requested on an individual basis, but under no circumstances can it exceed three days. Any time taken outside of the regularly scheduled time-off must be approved by a Director and requires the substitution of regular time-off. Before the start of the summer season, counselors will be able to request their time-off to coincide with another staff member.

Time-off for cabin counselors each week includes:

- One day off: on either Saturday or Sunday from 8:00 AM to 12:30 AM.
- One long night off: on either Tuesday or Thursday from 6:00 PM to 12:30 AM.
- One short night off: on either Monday or Wednesday from 10:00 PM to 12:30 AM.
- One lunch leave off: on either Tuesday or Thursday from the end of morning activities to 2:30 PM.

All staff members are expected to spend their time-off behaving in accordance with Camp's policies and their responsibilities as leaders of young people.

ALCOHOL AND DRUG POLICIES

ALCOHOL POLICY

In accordance with the laws of the State of North Carolina and in agreement with Camp's policy, staff members under the age of 21 are not permitted to purchase, possess, or consume alcoholic beverages while contracted with Camp. Failure to abide by this policy will result in immediate dismissal.

Staff members who are 21 years of age or older may choose to use alcoholic beverages on time-off. Use of alcoholic beverages or possession of alcoholic beverages at any time while on duty, on Camp grounds, or in proximity of the Camp community is strictly prohibited.

Guidelines:

- Consumed away from the vicinity of Camp and not on the ferry.
- In a responsible manner, ensuring judgment is clear and unimpaired upon return to Camp. You must be able to do your job effectively and be prepared for an emergency situation upon your return to Camp.
- With discretion so as not to call into question your qualifications or ability to serve as a role model for young people.
- Use, possession, or providing alcoholic beverages to anyone under 21 years of age is illegal and is grounds for dismissal.

ILLEGAL DRUG POLICY

Illegal drugs are prohibited while under contract with Camp. Staff will be subject to random drug testing throughout the summer.

SMOKING TOBACCO AND NICOTINE PRODUCTS:

- Vaping products and Juuls are not allowed at Camp.
- Under no circumstances does Camp wish to promote smoking as a lifestyle. Therefore, counselors who smoke are expected to do so only when away from Camp grounds or in a designated smoke area while on time-off.
- Camp adheres strictly to a rule of no use of tobacco products at any time in front of campers, whether on Camp grounds or on a Camp trip. All buildings at Camp are smoke-free.

PHYSICAL EXAMINATION

All staff members must have a physical examination by a physician within twelve months prior to arrival at Camp certifying the staff member's physical ability to perform responsibilities and the absence of communicable diseases. All contracted staff will be sent a Health Examination Form in the spring and will be required to return it prior to beginning work.

MEDICAL EXPENSES

In the case of illness or injury at Camp, the Health Center is staffed with doctors and nurses to provide care to staff members without cost, except in the case of preexisting illnesses or accidents not arising from staff duties. Should there be a need for hospitalization or prescribed medications as the result of illness or accident unrelated to the job, these expenses are the staff member's obligation. If expenses are due to accidents on the job, the staff member will submit their expenses to Worker's Compensation and Worker's Compensation will determine approval or denial of your case.

STAFF TRAINING

Staff Training week is required for all new staff members who have never been to Camp or campers who have not participated in the CILT program. For those who have participated in the CILT program, priority will be given based on performance, ability to attend Staff Training and commitment to working a full summer.

CONTRACT

Priority will be given to staff members who can work the full ten-week summer. At times, provisions may be made for returning staff members who have already worked a full summer. If a staff member arrives later or leaves earlier than contracted, if a staff member's performance is deemed unsatisfactory by the directors, or if Camp is forced to close earlier than scheduled due to some unlikely emergency, the staff member's compensation will be on a time-served basis. **Staff members who do not honor their contract by leaving before contracted dates or by breaking some part of the contract may not be invited to return the following summer.**

COMPENSATION

In addition to the personally rewarding experience of working with children, plus meals and lodging, Camp Sea Gull and Camp Seafarer's salary ranks among the best offered by the more prestigious camps in the country. All staff members are paid on a similar scale based on previous experience as a counselor or CILT. Paychecks cannot be issued through direct deposit until a completed Health Examination Form is on file. Staff members are paid six times during the session, and compensation is subject to Social Security Taxes and Federal and State Withholding Taxes, all of which are required by law to be withheld and forwarded to the Internal Revenue Services unless the employee qualifies for exemption.

APPLICATION PROCESS

You can find the application online at **SeaGull-Seafarer.com/join-our-staff**. After reviewing your application and references, we will reach out to you to schedule an interview with one of our Staffing Directors. We will communicate with you in early Spring regarding your application status.

If you'd like to make the difference in the life of a child and if you're willing to work hard, please apply to join our staff. We can be reached at the contact information below should you have any questions.

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