

Camp Ten Trees Summer Camp Volunteer Roles

Brief Role Descriptions - 2012

(Full-length descriptions for each volunteer role are available by request. E-mail cori@camptentrees.org.)

FOR ALL VOLUNTEER ROLES

A Camp Ten Trees Summer Camp volunteer is:

- ★ Choosing to personally invest in manifesting and continually growing skills around the Camp Ten Trees Mission, Values, and Commitment to Social Justice within the camp community.
- ★ Devoted to ensuring the safety, fun, skill-development, community-mindedness, growth, and well being of all campers.
- ★ Dedicated to bringing out the best in self and others.
- ★ Knowledgeable of and responsible to standards, policies, and procedures outlined in both the 2012 Volunteer Handbook and also during training.
- ★ Invested in building authentic community with youth and adults with diverse identities, experiences, and abilities.

All Camp Ten Trees Summer Camp volunteers must:

- ★ Complete the application and interview process.
 - ★ Fulfill role requirements including full residency at camp session(s).
 - ★ Successfully complete all mandatory training.
 - ★ Complete an evaluation with both self-reflection and feedback from another volunteer.
 - ★ Present documentation of current First Aid and CPR certification prior to the camp session(s).
 - ★ Be at least eighteen years of age on August 2, 2012 (if volunteering in Cabin Life and directly supervising youth, must be at least 3 years older than youth being supervised).
 - ★ Commit to ongoing email contact from time of selection as a volunteer to the camp session(s) (those without email access should work with the Camp Director to create an alternate plan).
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SPECIFIC VOLUNTEER ROLES

Cabin Life at Camp Ten Trees

Cabin Life volunteers directly supervise and support campers as both individuals and in groups. They embody the Mission, Values, and Commitment to Social Justice as they foster the playful, caring culture of cabin groups and cabin areas necessary for a vibrant, safe, and fun camp community. Being a part of Cabin Life can be a very rewarding experience and requires patience, sensitivity, selflessness, and the ability to set and maintain healthy boundaries.

Coordinator of Cabin Life – (prefer the same person for both weeks)

Guide seasoned and novice volunteers in all aspects of camp life including program scheduling, working with youth, mediation techniques, leading activities, and area tone setting. Provide supervision, leadership, and support to a team of 3-5 Area Leaders and 1 Wilderness Leader. Assist the Camp Director in the interviewing and selection of the cabin life volunteers, as time allows. Contribute to the development and facilitation of camp volunteer trainings as well as develop an Area Leader training. Experience and knowledge in camp counseling, crisis management, supervision, and camp programming is strongly preferred. Commitment: an average of 3 hours per month starting in March, an average of 5 hours per week starting in July, and for one week following the camp sessions.

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Area Lead

Provide supervision, leadership and support to a team of 4-8 cabin counselors and rovers. Assist the Camp Director in the interviewing and selection of cabin counselors and rovers, as time allows. Develop and implement community and skill building elements for their team at volunteer training. Support and facilitate overall area operations, activities, and early morning and nighttime routines. Assist and work directly with campers. Prior leadership or supervisory experience in organized camping is strongly preferred. Commitment: an average of 2 hours per week for one month prior to and for one week following camp sessions. *Please indicate the Cabin Area you are interested in leading on your application – see end of document for Cabin Area descriptions for each week.*

Wilderness Lead

Develop and implement the Camp Ten Trees Wilderness Program. Assist the Camp Director in the interviewing and selection of the Wilderness Program cabin counselors, as time allows. Develop and implement community and skill building elements for the Wilderness team at volunteer training. Inhabit the most remote region of our camp site for all or part of the week and teach or assist teaching campers (ages 8-17, depending on session) outdoor skills such as fire building, knife safety, outdoor cooking, knot tying, shelter building, tracking, orienteering, and more. Provide supervision, leadership, and support to a team of 1-3 Wilderness cabin counselors. Direct overall area operations, activities, and early morning/nighttime routines. Prior leadership or supervisory experience in organized camping is strongly preferred. Red Cross Small Craft Certification and experience working with multiage and multigendered groups are strongly preferred. Commitment: an average of 3 hours per month starting in March, an average of 5 hours per week starting in July, and for one week following the camp sessions.

Cabin Counselor

Lead, guide, and provide support to 4-8 campers in building a cabin community, engaging in camp activities, and exploring leadership. Support campers in following health and safety standards and the Code of Conduct. Serve as a mentor and facilitator. Communicate with area leaders and fellow cabin counselors regarding issues within the cabin. Desire to make a difference. Experience working with children and youth is strongly preferred. *Please indicate Cabin Area of interest on volunteer application – see end of document for Cabin Area descriptions.*

Wilderness Cabin Counselor

Lead, guide, and provide support to 4-8 campers in building community, engaging in camp activities, and exploring leadership centered around wilderness living. Inhabit the most remote region of our camp site for all or part of the week and help teach campers (aged 8-17, depending on session) outdoor skills such as fire building, knife safety, outdoor cooking, knot tying, shelter building, tracking, orienteering, and more. Support campers in following health and safety standards and the Code of Conduct. Serve as a mentor and facilitator. Communicate with Wilderness Leader and fellow cabin counselors regarding issues within the cabin. Foster the joy and stewardship of the outdoors. Wilderness experience and experience working with children and youth is strongly preferred. Red Cross Small Craft Certification and experience working with multiage and multigendered groups are strongly preferred. Commitment: an average of 3 hours per month starting in May.

Camp Rover

Support camp in multiple realms by acting as a mentor to cabin groups, providing support for cabin life volunteers, leading/assisting activities, and/or assisting with kitchen/dishwashing duties. Rovers must be willing to take on a wide range of tasks and adjust to the needs of camp. This is an ideal role for individuals who wish to grow multiple skills sets and explore a variety of leadership opportunities. Experience working with youth and experience providing inclusion for youth with social, emotional, or developmental needs are strongly preferred. Current Food Handler's permit is desirable.

Counselor-in-Training (CIT) Counselor – session for children of LGBTQ families only

Plan and implement a fun and educational program centered in Camp Ten Trees Mission, Values, and Commitment to Social Justice. Design activities and mentor campers in camp programming, leadership, social justice, and communication skills. Guide other volunteer who may be working with CITs in understanding the educational and emotional needs of these campers. With support and guidance from the Camp Director, review applications, conduct interviews, and select 4-10 campers aged 16-17 to participate in the CIT program. Prior camp and/or teen mentoring experience is strongly preferred. Commitment: an average of 3 hours per week starting late May.

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Essential Services at Camp Ten Trees

Essentials volunteers provide the foundation and framework for the house that is Camp Ten Trees. They embody the Mission, Values, and Commitment to Social Justice as they build and maintain the infrastructure, resources, and daily operations necessary for a vibrant, safe, and fun camp community. The following roles are especially fitting for summer camp volunteers who enjoy being part of a closely knit team of highly passionate and organized people.

Coordinator of Essentials – (prefer the same person or same co-leads for both weeks)

Direct and support summer camp volunteers in the use of camp facilities, materials, and other resources. Assist the Camp Director in the interviewing and selection of the kitchen volunteer and interpreters, as time allows. Coordinate the logistics for summer camp volunteer orientations and trainings and assist in camp preparation, such as travel and hosting arrangements for volunteers and the transportation of food and program supplies to the camp site. Contribute to the development and facilitation of overall volunteer training. Develop and conduct a portion of training for kitchen volunteers and interpreters. Supervise and logistically support kitchen operations. Assist the Camp Director in management of petty cash and the onsite camp office. Lead volunteers in camper check-in and check-out procedures. Directly supervise and support Kitchen Lead and interpreters. Assist in supervision and support of kitchen volunteers. Commitment: an average of 5 hours per month starting in March, an average of 5 hours per week starting in July, and for one week following the camp sessions.

Essentials Specialist

Support all logistics coordination pre-, during, and post-camp in collaboration with the Coordinator of Essentials and the Camp Director. Commitment: an average of 2 hours per month starting in May, an average of 3 hours per week starting in July, and for one week following the camp sessions.

Kitchen Lead

Manage onsite kitchen operations, including general organization, food safety standards, kitchen crew schedules, meal preparation and service, dishwashing, food storage/inventory, and overall stewardship of kitchen equipment. Assist the Camp Director and the Coordinator of Essentials in the interviewing and selection of the kitchen volunteers, as time allows. Work with the Coordinator of Essentials to oversee menu planning and food ordering, and, as time allows, coordinating procurement and transportation of food donations. Collaborate with Coordinator of Community Activities to ensure smooth operation at mealtimes. Must have prior restaurant/industrial kitchen experience, experience cooking for large groups, and a desire to support and lead a fun, hardworking team. Current Food Handler's permit required. Experience planning and preparing food for special diets (e.g. vegan, gluten free) and allergies is strongly preferred. Must be able to work in a standing role for long periods of time and be able to lift 25 lbs. Commitment: an average of 5 hours per month starting in May, an average of 5 hours per week starting in July, and for one week following the camp sessions.

Kitchen Crew Member

Responsibilities include meal preparation, serving food, dishwashing, cleaning, and organizing. Assist with all-camp activities, cookouts, and overnights, as time allows. Opportunities for mealtime entertainment abound! Prior restaurant/industrial kitchen experience and/or cooking for large groups is strongly preferred. Experience with specialty diets (e.g. gluten free, vegan), food prep, and/or baking is desirable. Must be able to work in a standing role for long periods of time and be able to lift 25 lbs. Must have current Food Handler's permit.

Interpreters – (depends on enrollment)

Provide sign language interpreting (usually ASL) for Deaf or hard-of-hearing campers and/or volunteers. Accompany 1-2 campers (or one volunteer) and their peer group to activities. Communicate with interpreting team, campers, and volunteers about scheduling, planning, and challenges as they arise. Must have knowledge of and experience with Deaf culture. Certified interpreters preferred. Interpreting at camp may differ from other interpreting situations, please contact the Camp Director with any questions (cori@camptentrees.org).

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Volunteer Growth and Sustainability at Camp Ten Trees

Camp Ten Trees encourages a culture of mutual support around skills development throughout the camp community as a way of embodying our Mission, Values, and Commitment to Social Justice. Some people volunteer exclusively in this realm; however, all volunteers are expected to invest in the growth and development of themselves and others. Volunteers with roles specific to this realm continually remind us about the importance of working hard to be our best possible selves and honing our skills in service to our community.

Coordinator of Volunteer Growth and Sustainability – (same person for both weeks)

Guide and support volunteers in growing their own skills and the skills of others before, during, and after the camp sessions. Support volunteers in working on specific goals via planning, feedback, setting up mentorships, ongoing reflection, and/or connecting them with other resources. Coordinate with the Camp Director to identify key areas of skills development for volunteers. Collaborate with the Camp Director and volunteers to organize trainings and resources to support this skills development. Engage volunteers in the feedback and evaluation process. Organize and promote a mentor/mentee connection between new and returning volunteers. Supervise and support the CARE Team Lead. Experience mentoring, developing and conducting trainings, and coordinating volunteers is strongly preferred. Experience with organized camping and the volunteer roles of Camp Ten Trees is desirable. Commitment: an average of 3 hours per month starting in March, an average of 2 hours per week starting in May, and for one week following the camp sessions.

Community and Role Exploration (C.A.R.E.) Team Lead – (same person for both weeks)

Plan, implement, and evaluate a program that empowers novice volunteers to a) strengthen and support the camp community b) explore and develop skills applicable to summer camp roles of interest and c) cultivate LGBTQA leadership and commitment to social justice. Use a multi-faceted, flexible structure to achieve these program goals. Coordinate with volunteers in multiple camp realms, prior to and during camp sessions, to schedule and mentor CARE team members in roles across the camp community. Develop a CARE team training that will run as part of the overall volunteer training. Assist the Camp Director in the interviewing and placement of CARE team members, as time allows. Support and work with CARE team members individually and as a group. Prior experience with organized camping, mentorship/coaching of adults, and facilitation is strongly preferred. Commitment: an average of 3 hours per month starting in March and an average of 5 hours per week starting in July.

Community and Role Exploration (C.A.R.E.) Team Member – (two week role), previously “Junior Staff”

Build and increase life and camp skills through work as an individual, within teams, and in mentored leadership roles. Contribute in multiple camp realms (Cabin Life, Essentials, Activities, and more) guided by the Camp Ten Trees Mission, Values, and Commitment to Social Justice. With the support and guidance of the CARE Team Lead, identify personal growth goals around cultivating camp community and exploring camp roles of interest. Create a plan for reaching these goals by developing skills, discussing progress, and assessing performance. Commitment: ongoing communication with the CARE Team Lead starting in May.

Internships

Camp Ten Trees is open to discussing summer camp internship opportunities. Depending on the internship requirements and recommendations from individuals, college advisors, employers, etc., existing volunteer roles at camp may be set up as internships. Internships are overseen by the Camp Director or the Coordinator of Volunteer Growth and Sustainability. Each intern also receives supervision, guidance, and support from other camp volunteers as appropriate to the focus of the internship. Camp Ten Trees expects volunteers engaged in an internship to take leadership on consistently communicating about internship requirements and sharing documentation of learning experiences. Camp Ten Trees is open to completing reports and evaluations. Contact cori@camptentrees.org for more information after speaking with your internship supervisor.

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Health and Wellness at Camp Ten Trees

Health and Wellness volunteers embody the Mission, Values, and Commitment to Social Justice as they steward the physical, mental, and emotional health necessary for a vibrant, safe, and fun camp community. The following roles are ideal for volunteers wanting to support the camp community while also enriching their experiences as guardians of health and well-being.

Coordinator of Health and Wellness – (prefer the same person for both weeks)

Uphold ACA standards of safety at camp by developing and supervising the implementation of a Camp Ten Trees Health and Wellness Plan. Contribute to the development and facilitation basic health & wellness and risk management components of the overall volunteer training. Develop team building exercises specifically for health and wellness volunteers. Provide support and supervision of Medical (“Serenity”) Lead, Mental Health (“Sunshine”) Lead, and Inclusion Lead. Must have experience in risk management in a residential life setting, summer camp, youth program, or similar setting. Commitment: an average of 3 hours per month starting in March, an average of 3 working hours per week starting in July, and one week following camp sessions.

Medical Lead

Collaborate with Coordinator of Health & Wellness to develop and facilitate basic health & wellness and risk management components of the volunteer training. Assist the Camp Director in the interviewing and selection of the Medical (“Serenity”) team members, as time allows. Develop training and team building experiences for the Medical team. Coordinate with the Camp Director to review all camper medical information in advance of the camp sessions. Conduct on-site orientations of the camp’s health center for both volunteers and campers. Facilitate and maintain the operations of the health center, including support and supervision of the Medical team, administration of medication, management of emergency medical situations, and keeping of accurate medical records. Must be a licensed health care professional (MD, ND, and/or RN strongly preferred). Commitment: an average of 5 hours per month starting in April and for one week following camp sessions.

Mental Health Lead

Collaborate with Coordinator of Health and Wellness to advise and train volunteers on understanding campers’ social, emotional, and behavioral issues. Assist the Camp Director in the interviewing and selection of the mental health volunteers, as time allows. Develop training and team building experiences for the Mental Health (“Sunshine”) team. Coordinate with the Camp Director to review all camper mental health information in advance of the camp sessions. Schedule, guide, and mentor Mental Health team members in supporting campers around emotional, behavioral, and mental challenges or disabilities. Experience required in working with children and teens with behavior, mental, and emotional disorders. Must be a licensed mental health professional. Commitment: an average of 5 hours per month starting in April and for one week following camp sessions.

Medical Team Member

Provide first aid and holistic healthcare to campers and volunteers. Administer medication and keep medical records. Collaborate with the Mental Health team and inclusion specialists. Actively participate in community activities and cabin area programming. Must be an MD, ND, NP, RN, LPN/LVN, paramedic, student nurse, or medical student.

Mental Health Team Member

Provide general mental healthcare of campers and support volunteers in meeting the needs of campers with emotional, behavioral, and mental challenges. Collaborate with the Medical team and inclusion specialists. Maintain mental health records. Actively participate in community activities and cabin area programming. Must be a licensed mental health professional, social worker, or student in one of these fields.

Inclusion Lead

Assist in training volunteers on working with youth who have emotional, behavioral, and physical challenges. Supervise, support, and create team building experiences for Inclusion Specialists. Coordinate with volunteers across the camp community to support campers who work with Inclusion Specialists. Actively participate in community activities and cabin area programming. Experience required in working with children and teens with

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special needs in one-on-one and group settings. Commitment: an average of 2 hours per week for at least one month prior to and for one week following camp sessions, depending on camper enrollment.

Inclusion Specialist

Support one or more campers with emotional, behavioral, and physical challenges. Provide one-on-one support, aid cabin counselors and cabin groups, and/or serve as a cabin co-counselor to support a specific camper. Actively participate in community activities and cabin area programming, as possible given camper(s)' needs. Experience in working with children and teens with special needs in a one-on-one and group setting is strongly preferred.

Activities at Camp Ten Trees

Community and Core Activities volunteers embody the Mission, Values, and Commitment to Social Justice as they carry on camp traditions, create cutting edge activities, and celebrate the spirit of Camp Ten Trees. The following roles are ideal for creative and energetic volunteers able to contribute, both independently and collaboratively, to a fun and ever evolving camp program.

Coordinator of Community Activities

Play a key role in planning and coordinating all-camp events. Oversee dining hall management, transitions between activities, and the facilitation of all-camp community activities. Set the tone of all-camp community activities while staying on schedule, delivering announcements in an upbeat and clear manner, and leading with compassion and camp pride. Rise to the challenge of inspiring a large and diverse community of campers and volunteers to lead songs and activities. Contribute to the development and facilitation of camp volunteer training including instant programming and large group facilitation techniques. Knowledge of the traditions and culture of Camp Ten Tree is strongly preferred. Commitment: an average of 3 hours per month starting in March, for 3 hours per week in July, and for one week following the camp sessions.

Community Activities Specialist

Support planning, coordination, facilitation, and logistics of all-camp community events and transitions in collaboration with the Coordinator of Community Activities. Involve volunteers from across the camp community in supporting all-camp events. Experience facilitating large group and all-camp programming is preferred. Commitment: an average of 2 hours per month in May and June and 3 hours per week starting in July.

Coordinator of Core Activities - (prefer the same person for both weeks)

Guide volunteers in developing innovative and exciting week-long learning experiences and daily choice activities for campers. Manage the sign up process for all week-long and daily choice activities. Support and supervise activity specialists in 6 Core Activities: archery, waterfront (swimming and boating), challenge course, history, nature, and arts and crafts. Coordinate the distribution and use of materials and supplies relating to all activities. Contribute to the development and facilitation of camp volunteer training and develop a training for Core Activities volunteers that will run as a part of the overall volunteer training. Competency in the facilitation of the 6 Core Activities is preferred. Current American Red Cross Small Craft Safety certification and experience in camp or recreational programming is strongly preferred. Commitment: an average of 3 hours per month starting in March, an average of 5 hours per week starting in July, and for one week following the camp sessions.

Waterfront Lead

Oversee all waterfront activities according to ACA standards. Facilitate waterfront orientation on-site for all campers and volunteers. Actively participate in community activities and cabin area programming. Support and supervise boating specialists and lifeguards during the camp sessions and develop training and team building experiences for them in conjunction with the all volunteer training. Collaborate with waterfront volunteers to develop a waterfront training component of the volunteer training. Prior experience lifeguarding on lakes is strongly preferred. American Red Cross Certifications required: Waterfront Lifeguarding/First Aid, Small Craft Safety (for Canoeing, Kayaking, Rowing, and Sailing), Water Safety Instructor, and CPR/AED for the Professional Rescuer and Health Care Providers.

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Boating Specialist

Organize the boating program (canoes, kayaks, row boats, and sailboats). Comply with ACA standards as supervised by the Waterfront Lead. Coordinate boat transportation between main camp and some cabin areas. Lead and/or assist with core and choice activities and some all-camp community activities. May serve as a Camp Rover for 1-2 cabin areas. American Red Cross Certifications required: Waterfront Lifeguarding/First Aid, Small Craft Safety (for Canoeing, Kayaking, Rowing, and Sailing), and CPR/AED for the Professional Rescuer and Health Care Providers.

Lifeguard

Oversee swimming and fishing activities and, if appropriately certified, boating activities. Comply with ACA safety standards as supervised by the Waterfront Lead. Lead and/or assist with core and choice activities and some all-camp community activities. May serve as a Camp Rover for 1-2 cabin areas. American Red Cross Certifications required: Waterfront Lifeguarding/First Aid, Water Safety Instructor, and CPR/AED for the Professional Rescuer and Health Care Providers. American Red Cross Small Craft Safety (for Canoeing, Kayaking, Rowing, and Sailing) is preferred.

Arts and Crafts Specialist

Coordinate and teach age-appropriate arts and crafts activities to campers. Lead and/or assist with core and choice activities and some all-camp community activities. Maintain craft supplies and equipment. May serve as a Camp Rover for 1-2 cabin areas. Experience working with arts and crafts such as tie dye, making collages, textile crafts, mosaics, wood burning, and environmentally conscious crafts is strongly preferred. Evaluate inventory and help with the ordering of supplies in collaboration with the Coordinator of Core Activities and the Camp Director. Commitment: an average of 2 hours per month starting in May.

Archery Specialist

Facilitate and maintain a multi-level archery program. Lead and/or assist with various all-camp community activities. May serve as a Camp Rover for 1-2 cabin areas. Instructor certification in archery is required.

Nature Specialist

Lead groups of campers in interpretive nature hikes and experiential nature activities related to natural history, ecology, and plant identification. Host night hikes, stargazing, and nature crafts for cabin groups. Lead and/or assist with various all-camp community activities. May serve as a Camp Rover for 1-2 cabin areas. Environmental education training is strongly preferred. Commitment: an average of 2 hours per month starting in May.

Challenge Specialist

Facilitate team-building, activities, initiatives, and a low-ropes portable challenge course for small groups of campers and volunteers of a variety of skill sets and physical abilities. Lead and/or assist with various all-camp community activities. May serve as a Camp Rover for 1-2 cabin areas. Certification in facilitation of low ropes or other course related team-building activities is strongly preferred. Commitment: an average of 2 hours per month starting in May.

Camp Historian

Support campers in capturing the magic of camp through photography, video, audio, visual art, writing, and other art and media. Guide campers in camp history projects such as the creation of a zine, time capsule, and/or photo album. Support campers in developing a closing presentation to share with the entire camp community. Lead and/or assist with various all-camp community activities. May serve as a Camp Rover for 1-2 cabin areas. Commitment: an average of 2 hours per month starting in May.

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CABIN AREA DESCRIPTIONS

Camp Session:

Children & Youth (ages 8-17) of LGBTQ and/or non-traditional families

August 12-18, 2012

General Cabin Areas

Campers are divided into general cabin areas by age. Volunteers in each area will work collaboratively to create an age-appropriate, holistic, and interactive experience for the area. Collaborators may include volunteers from all realms of camp. Within each general cabin area, individual cabins house campers of a shared gender identity. Parents and campers indicate cabin preference on the registration form in advance of camp. Options include girl identified, boy identified, or gender-questioning/gender-variant/transgender identified cabins (as well as the CIT and Wilderness options listed below). Counselors in all cabins work to honor the gender identities of their campers and to create programming that supports the growth and development of individuals and groups.

Counselor-In-Training (CIT) Area

The Camp Ten Trees CIT Program is a challenging, educational, and fun program for campers ages 16-17 who are interested in learning the skills needed to become camp volunteers. 16-17 campers are not automatically in the CIT program but must apply to participate. Volunteers in this area work collaboratively to create a holistic and interactive experience for the area. The program is designed to teach campers about camp activities, social justice, leadership, collaboration, and communication skills.

Wilderness Area

The Wilderness Area at Camp Ten Trees offers a more remote camping experience for campers of all ages and gender identities. Campers in this area will get much of the same daily camp experience as the rest of camp (group living, camp activities, leadership opportunities) but will also learn outdoor skills such as fire building, knife safety, outdoor cooking, knot tying, shelter building, and more. Outdoor skills training and experience working with children of all ages and gender identities are strongly preferred. American Red Cross Small Craft Safety Certification and Wilderness First Responder is desirable.

Camp Session:

LGBTQA youth, ages 13-17

August 19-25, 2012

Boy Identified Cabin Area (Boys Town)

Boys Town is the cabin area for boy identified youth. Volunteers in this area work collaboratively with one another to create a holistic and interactive experience. This may include working with the Medical team, Mental Health team, and the other cabin areas to create discussions, Q&A sessions, and/or activities to explore health and well-being, gender, social justice, and more. Boys Town volunteers will ideally have experience working with teens and knowledge of the experiences and challenges of being boy identified in LGBTQ and allied communities.

Girl Identified Cabin Area (Girls Town)

Girls Town is the cabin area for girl identified youth. Volunteers in this area work collaboratively with one another to create a holistic and interactive experience. This may include working with the Medical team, Mental Health team, and the other cabin areas to create discussions, Q&A sessions, and/or activities to explore health and well-being, gender, social justice, and more. Girls Town volunteers will ideally have experience working with teens and knowledge of the experiences and challenges of being girl identified in LGBTQ and allied communities.

Transgender, Gender Variant, Gender Queer, Two-spirit, etc. Identified (Genderlandia)

Genderlandia is the cabin area for youth who identify as gender variant, transgender, transsexual, gender queer, and/ or who are questioning/exploring gender identity. Volunteers in this area work collaboratively with one another to create a holistic and interactive experience. This may include working with the Medical team, Mental Health team, and the other cabin areas to create discussions, Q&A sessions, and/or activities to explore health and well-being, gender, social justice, and more. Genderlandia volunteers will ideally have experience working with teens and knowledge of the experiences and challenges of being gender variant, transgender, transsexual, gender queer, and/or questioning/exploring ones gender identity in LGBTQ and allied communities.

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Wilderness Area

The Wilderness Area at Camp Ten Trees offers a more remote camping experience for teens of all ages and gender identities. Campers in this area will get much of the same daily camp experience as the rest of camp (group living, camp activities, leadership programs) but will also learn outdoor skills such as fire building, knife safety, outdoor cooking, knot tying, shelter building, tracking, orienteering, and more. This may include working with the Medical team, Mental Health team, and the other cabin areas to create discussions, Q&A sessions, and/or activities to explore health and well-being, gender, social justice, and more. Wilderness volunteers will ideally have outdoor skills training and experience working with teens of all ages and gender identities. American Red Cross Small Craft Safety Certification and Wilderness First Responder is desirable.