2020 Summer Camp Volunteer Roles

This document is a current vision of the staffing needs for Camp Ten Trees and how they will be organized. The exact roles and structure may end up differing slightly from what is listed here, depending on the people hired and our 2020 campers’ needs. Please use this as a guide to let us know what you think your strengths, interests, and capacity for participation will be. Positions with a larger pre-camp commitment are highlighted in blue.

By sharing information with us about your skills, interest, and availability, you’ll be helping us to select the best possible role for you and for your service to the community.

We encourage you to thoroughly read the basic qualifications and descriptions of realms and roles before selecting your top 3 role choices on the volunteer application.

If you have any questions about the information contained within this document, please contact the Camp Program Coordinator at: programs@camptentrees.org. Thank you for your interest!

BASIC QUALIFICATIONS FOR ALL VOLUNTEER ROLES

1. Volunteers during our LGBTQ Youth Week (ages 13-17) must be 20 years of age or older. Volunteers during our Youth of LGBTQ Families (ages 8-17) and our Trans Camp Week (ages 8-17) must be 18 years of age or older. **We ask that former campers of Camp Ten Trees programs take at least one year off during their transition from camper to volunteer.**

2. Volunteers may not attend the same camp session as a camper with whom they have, or have previously had, a romantic or sexual relationship. Volunteers must disclose any existing or former romantic, sexual, familial, or professional relationships with current CTT campers during their volunteer interview process. Camp Ten Trees reserves the right to make staffing decisions based on information about camper/volunteer relationships.

3. A personal commitment to social justice, which includes knowledge and practice being in community with adults and youth who have diverse experiences and backgrounds.

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1 If you have participated in the L.E.A.D. program at Camp Ten Trees and are above the required age for volunteers, please feel free to apply without taking a year off. Our volunteer hiring team will determine your readiness to join the volunteer staff through the application and interview process.

2 Camp Ten Trees operates through a social justice framework grounded in the awareness that people are wrongfully divided based on their identities, experiences, and backgrounds. One of the primary goals of our camp is to support youth in engaging with concepts of social justice. We expect our volunteers to participate in social justice discussions and activities in ways that support their growth and learning. Every staff member is expected to be present and engage in work around social justice in some way. If participating in social justice conversations and programming and supporting youth in their growth around social justice is not a priority for you, our programs may
4. Skills and ongoing development as an advocate for children and/or youth of LGBTQ+ communities, who come to camp with a very wide range of identities, life experiences, and abilities.

5. Experience in organized camping preferred.

6. Current Adult and Child First Aid and CPR certifications (which must be attained via courses that take place at least 50% in person) acquired prior to Aug 1st. (Free sessions are usually offered before camp to those who need it.)

7. Must clear a federal background check.

8. Must be able to traverse over uneven ground.

9. Ability to lift and carry at least 25 pounds preferred.

10. Availability to attend all of Staff Training on August 6-10 and at least one full week of camp. (Exceptions may be made only on a case-by-case basis by the Camp Program Coordinator.)

STRUCTURE OVERVIEW

All-Camp Roles
Volunteer Staff in these roles will be involved with the broad camp community, working to serve all community members and ensure that all of camp is running smoothly. These people will get acquainted with campers and staff from many different cabin areas, and will work with their teams to support the whole camp community in scheduling, programming, food, medical needs, emotional needs, logistical needs, transportation, and more.

★ Rainbow Team - This dedicated and heart-centered team is comprised of the Executive Director, Camp Program Coordinator, the Data Wizard, and the Voluntary Fairy. (page 4)

★ Community Activities - This inspiring and energetic team is comprised of the leaders of all-camp transitions, group songs, games, and social justice activities. They serve as community emcees, jokers, all-camp planners, and large group facilitators. (page 5)

★ Core Activities - These skilled and playful folks are the program-focused staff who facilitate the activities campers choose and love, including swimming, arts & crafts, archery, nature outings, and more. (page 5)

★ Essentials - The loyal and self-motivated folks on this team provide logistical and material support for camp. They are detail-oriented and flexible errand runners and

not be the best fit for you at this time. We are seeking volunteers who understand how these larger structures of oppression affect our personal well-being and our relationships, as well as how living with multiple marginalized identities intensifies the effects of systemic oppression. To be successful at Camp Ten Trees, volunteers will need to practice humility, self-awareness and accountability in order to support a community that is inclusive of those with identities and life experiences different from their own.
problem-solvers, helping to see that all basic needs are met for camp’s success. Team members may be assigned to focus on specific cabin areas. (page 7)

★ **Serenity Team** - Our caring and responsive team of medical support staff are nurses, doctors, EMTs, medical students, etc, in their lives outside of camp. They administer medications to campers (with permission and diligent documentation) and provide first aid and other health support to campers and staff as needed. (page 8)

★ **Sunshine Team** - This compassionate and dependable team provides Emotional & Behavioral Support and is comprised of mental health all-stars: counselors, therapists, social workers, students in the mental health field, and other folks who are highly skilled and experienced in supporting the emotional & behavioral needs of youth, for individual and community wellness. (page 9)

★ **Fruitcake (Kitchen)** - This beloved and important team - at the heart of camp - is made up of highly-dedicated and energetic folks with experience and skills working in kitchens and making delicious, nutritious food to meet a range of dietary needs. (page 10)

### Cabin Life Roles

These roles will work most closely with particular cabin areas and build deeper relationships with smaller groups of campers and staff. (pages 12-13)

★ Cabin areas typically consist of 4-6 cabins, with each cabin of 4-8 campers supported by a counselor or co-counselors.

★ Cabin areas in our Youth of LGBTQ+ families week are usually separated by age range, with individual cabins typically arranged by gender identity.

★ Cabin areas in our LGBTQ+ teen week are usually organized by gender identity, with individual cabins typically arranged by age.

★ Cabin area arrangements for our first-ever session of Trans Camp have not yet been determined.

★ There are other various cabin and cabin area options during both sessions of camp, including gender variant cabins and cabin areas for campers of all ages, as well as some areas that are not organized by gender identity at all (such as the Wilderness program and L.E.A.D. campers).

★ Please see pages 12-13 for descriptions of Cabin Life roles and pages 15-16 for more in-depth descriptions of cabin areas.

### Focused Support Roles

Volunteer Staff in these roles will work more closely with an even smaller number of campers (and sometimes staff) with more specific needs, including emotional/behavioral support and interpretation. These important and amazing staff members might be associated with a realm, cabin area, or specific cabin/camper. (page 14)
ALL-CAMP ROLES

RAINFROW TEAM
The Rainbow Team communicates with and supports all areas of camp, collaborating and coordinating to keep all of camp functioning as a supported & connected community. The Executive Director and Camp Program Coordinator are parts of this team, along with the roles listed below.

Data Wizard
Use your spreadsheet and data wizardry skills to support the Camp Ten Trees Community on a broad scale! This intensive volunteer position/internship would be ideal for someone with skills in Data Management who would like to learn more about supporting the digital side of organized camping, and/or for a student seeking an internship or other project to fulfill learning goals. Work in collaboration with the Camp Program Coordinator and other staff to support camper and volunteer registration on CampDoc software and provide other tech and networking support as delegated by the Camp Director, office staff, and other volunteers. Details of time commitment can be adjusted to fit schedule or fulfill required internship hours if applicable. Commitment will likely begin in April or May with 3-10 hours per week and hours could increase in June, July, and August. Volunteer would ideally attend all of the staff training and both weeks of Camp, becoming part of the Essentials Team at sessions. Details of at-camp role support can be arranged by Data Wizard and the Camp Program Coordinator. Three-week camp commitment preferred.

Voluntary Fairy
The extraordinary human in this role will dedicate their work to supporting the Camp Ten Trees volunteer experience, focusing on fostering self-care for individuals and sustainability for the staff community. Tasks will include planning fun and inclusive activities for staff during break times, collaborating with the Stewardship Specialist to ensure stewardship of staff-only areas to keep them welcoming and comfortable, providing resources to volunteers to aid them in understanding things like options for break times/spaces and the post-camp volunteer appreciation party (in collaboration with Directors), and being a point person during camp sessions for volunteer concerns/needs outside of programming and cabin life. This person will also participate in all-camp community activities and stewardship. Commitment: 5 hours per month in May/June, 3 hours per week starting in July and one week after camp. Three-week camp commitment preferred. Returner preferred.

COMMUNITY ACTIVITIES
Community Activities (or “C.A.T.” Team) volunteers carry on camp traditions, create all camp activities, and celebrate the spirit of Camp Ten Trees through all-camp events. The following
roles are ideal for creative, energetic, and highly social volunteers who are able to contribute, both independently and collaboratively, to a fun and ever-evolving camp program.

**Coordinator of Community Activities**
This person plays 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 working to stay on schedule, making announcements, 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. Collaborate with Events Specialists and Social Justice Activities Specialists as well as Rainbow Team. Commitment: an average of 3 hours per month starting in April or May, for 3 hours per week starting in July and for one week following the camp sessions. Three-week volunteer preferred. Returner preferred.

**All Camp Events Specialist**
Support planning, coordination, facilitation, and logistics of all-camp community events (including the variety show, carnival, dance, and campfires) and transitions, in collaboration with the Coordinator of Community Activities and the Social Justice Activity Specialist. 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. One-, two-, or three-week role.

**Social Justice Activity Specialist**
Support planning, coordination, facilitation, and logistics of all-camp social justice activities in collaboration with the Coordinator of Community Activities and the Events Specialist. Work with volunteers from across the camp community to develop and deliver activities and discussions through a social justice lens. All volunteer teams on camp will be invited to designate a person to bring a social justice focus to their realm (waterfront, kitchen crew, etc) and to collaborate with other social justice focused roles across camp. The SJ Activities Specialist will serve as the main point of contact for other “social justice focused roles” on camp. Experience facilitating large group and all-camp programming preferred. Knowledge around social justice and intersecting oppressions, as well as experience organizing against racism, classism, ableism, etc. strongly preferred. Commitment: an average of 2 hours per month in May and June and 3 hours per week starting in July. Two-week volunteer preferred (for first 2 sessions of camp).

**CORE ACTIVITIES**
Core Activities volunteers facilitate the important and fun activities that campers choose to engage in every day at camp. The following roles are ideal for creative, energetic, skilled, and patient volunteers who are able to contribute, both independently and collaboratively, to a fun and ever-evolving camp program.
Coordinator of Core Activities
The coordinator of this team serves to guide volunteers in developing weeklong learning experiences and daily choice activities for campers. Manage the sign-up process for all weeklong and daily choice activities. Support and supervise activity specialists in 6 Core Activities: archery, waterfront, boating, challenge course, outdoor experiences, and arts & 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. Experience in camp or recreational programming is strongly preferred. Commitment: an average of 3 hours per month starting in April, and an average of 5 hours per week starting in July and for one week following the camp sessions. Two- or three-week volunteer preferred. Returner preferred.

Waterfront Lead
Oversee all waterfront activities according to the site’s waterfront safety guidelines. Facilitate waterfront orientation onsite 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 general volunteer staff 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. One-, two-, or three-week role. Returner preferred.

Boating Guard
Organize the boating program (canoes, kayaks, row boats, and sailboats). Comply with site guidelines 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. One-, two-, or three-week role. Returner preferred.

Lifeguard:
Oversee swimming and other waterfront activities and, if appropriately certified, boating activities. Comply with site safety standards as supervised by the Waterfront Lead. Lead and/or assist with core and choice activities and some all-camp community activities. 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. One-, two-, or three-week role.

Archery Specialist
Work to facilitate and maintain a fun, engaging, and safe multi-level archery program for campers ages 8-17. Assist with various all-camp community activities and contribute to various
other camp support tasks, stewardship, and cabin life or logistical support, depending on personal skill set. Instructor certification in archery is required. Volunteer may be assigned to serve as a part-time rover for a cabin area as well. One-, two-, or three-week role.

**Arts & 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 and their organization/stewardship. Evaluate inventory and help with the ordering of supplies in collaboration with the Coordinator of Core Activities and the Camp Program Coordinator. Experience working with arts & crafts (such as: tie dye, collage, textile crafts, printmaking, mosaics, wood burning, button-making and environmentally-conscious crafts) is required. Commitment: an average of 2 hours per month starting in May or June. One-, two- or three-week role. Co-leads preferred.

**Challenge Specialist**
Facilitate team-building activities and initiatives as well as 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 and stewardship. May also 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 June. One- or two- or three-week role.

**Nature Specialist**
Facilitate nature-focused activities, which might include hiking and plant/animal identification, herbal medicine making, and outdoor living skills for groups of campers. Lead and/or assist with various all-camp community activities and stewardship. May serve as a Camp Rover for 1-2 cabin areas. Commitment: an average of 2 hours per month starting in June. One-, two- or three-week role.

* Camp will also need programming in other areas! This could include dance, theater, music, singing/songwriting, movement and exercise, meditation, gaming, and whatever skills and experience you have to facilitate activities that are low-budget and do not require large amounts of equipment. Please let us know if you have skills and interest in specific programming not listed in the roles above. You could be asked to serve in a combination role with these activity skills and other camp role responsibilities.

**ESSENTIALS**
Essentials volunteers maintain camp resources, schedules and logistics, and daily operational tasks 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, organized, and responsible people.

**Coordinator of Essentials**
Direct and support Summer Camp volunteers in the use of camp facilities, materials, and other
resources. 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 campsite. Manage supply runs to town during camp sessions. Coordinate camper luggage transportation. Equip areas with necessary supplies (first aid, walkies, camp kitchen equipment, etc.) Contribute to the development and facilitation of overall volunteer training. Support kitchen staff operations and logistics as needed. Coordinator of Essentials leads the inventory and clean-up process during the last 48 hours of camp. Supervise, delegate tasks, and create schedules for a team of essentials volunteers. Commitment: an average of 5 hours per month starting in April and an average of 5 hours per week starting in July and for one week following the camp sessions. Three-week volunteer or three-week co-leads preferred. Returner preferred.

**Essentials Team Member**
Support all logistics coordination pre, during, and post camp in collaboration with the Coordinator of Essentials and the Camp Program Coordinator. This support includes helping coordinate and physically move luggage to and from camper living areas, helping wash and sanitize camp dishes, assisting in the set-up and take-down of all-camp activities including mealtimes, and a variety of other duties that help camp run smoothly. These staff members are likely to work closely with one cabin area to support their success first & foremost, as well as serving the whole camp community. 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. One-, two- or three-week role.

**Dish Pit Specialist**
Be a part of the everyday magic that keeps camp running and help maintain mealtime safety through the proper sanitization and organization of all camp dishes. Work with a small and dedicated team that will spend a large part of each day in the “Dish Pit,” as well as a variety of other volunteers who will work support shifts throughout the day. Our “Dish Pit” features stimulating and engaging tasks (that many find to be stress-relieving) such as: spraying food off dishes, running them through the Hobart sanitizer, unloading and organizing them on large drying racks, and returning them to their proper places when dry. Get to know our awesome Fruitcake (kitchen) staff, say hello to happy and well-fed campers when they bring dishes in at the end of mealtimes, and feel the love and appreciation from the whole community. This role requires standing (without walking very far) for long periods of time, and the ability to lift at least 25 pounds. One-, two- or three-week role, with partial-week role options if needed.

**Stewardship Specialist**
The Stewardship Specialist will be responsible for supporting the basic stewardship of community spaces around camp. Expectations include daily tidying of the staff lounge, daily cleaning of all indoor bathrooms, daily cleaning of the camp medical house, organization of our camp supply storage room, regular sweeping and mopping of the dining hall floor, and other tasks as determined, in collaboration with the Coordinator of Essentials and the Camp Program Coordinator. This volunteer will also actively participate in camp community activities and provide support to other areas of camp as needed and as time allows. **A stipend will be offered for this position.** Please email programs@camptentrees.org for more information. One-, two-, or three-week position.
SERENITY TEAM
The Serenity Team uses their magic and medical expertise to safeguard the health and wellness of all of our campers and staff. They participate in community activities when possible, at the ready to support first aid, medication, or other health needs if/as they arise.

Serenity Team Lead
Collaborate with other Serenity (Medical) Team Members to develop and facilitate basic health & wellness and risk management components of the volunteer training. Assist the Camp Program Coordinator 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 Program Coordinator to review all camper medical information in advance of the camp sessions. Conduct onsite orientations of the camp’s health center for both volunteers and campers, in collaboration with other. 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 healthcare professional (MD, ND, and/or RN strongly preferred or armed services equivalent). Commitment: an average of 5 hours per month starting in April or May and for one week following camp sessions. One-, two-, or three-week role. Returner preferred.

Serenity Team Member
Provide first aid and holistic healthcare to campers and volunteers. Administer medication to campers and maintain medical records. Collaborate with the volunteers across camp to support health needs of campers and staff. Actively participate in community activities and cabin area programming as much as possible. Strongly prefer MD, ND, NP, RN, LPN/LVN, EMT paramedic, student nurse, students in these fields, or armed services equivalent. One-, two- or three-week role.

SUNSHINE TEAM
Sunshine Team volunteers steward the 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 stewards of mental/emotional/behavioral health and wellbeing.

Sunshine Team Lead
Collaborate with Sunshine Team members to advise and train volunteers on understanding campers’ social, emotional, and behavioral needs. Assist the Camp Director in the interviewing and selection of Sunshine Team volunteers, as time allows. Develop training and team-building experiences for the Sunshine Team. Coordinate with the Camp Director to review all camper emotional & behavioral health information in advance of the camp sessions. Schedule, guide, and mentor team members in supporting campers around emotional, behavioral, and mental
challenges or disabilities. Experience working with children and teens with behavior, mental, and emotional disorders required. Must be a licensed mental health professional or equivalently experienced youth worker. Commitment: an average of 5 hours per month starting in April or May and for one week following camp sessions. One-, two- or three-week role. Returning volunteer preferred.

**Sunshine Team Member**
Provide general emotional and behavioral support for campers and support volunteers in meeting the needs of campers with emotional, behavioral, and mental health challenges. Collaborate with the Medical Team and Inclusion Specialists. Maintain health records. Actively participate in community activities and cabin area programming. Must be a licensed mental health professional, social worker, student in one of these fields, armed services equivalent, or experienced youth worker with specialized support skills. One-, two- or three-week role.

**Volunteer Support (New this year!)**
Provide conflict mediation/resolution support for volunteers during camp sessions. Collaborate with Rainbow Team members (Camp Program Coordinator, Voluntary Fairy, et al) and Area Leads as needed to increase volunteer capacity by supporting inter-staff communication, facilitating conflict mediation, and empowering volunteers to cultivate positive working relationships. Actively participate in community activities. Must have extensive experience in emotional support, facilitation, and conflict mediation/resolution. One-, two- or three-week role. Returner preferred. **We are seeking a committed volunteer for this new role who is passionate about co-creating the role in collaboration with the Camp Program Coordinator and the Serenity Team Lead.**

**FRUITCAKE (Kitchen)**
Our fantastic Fruitcake creates excellent and nutritious meals, snacks, and desserts (predominantly from scratch!) to keep our campers and staff nourished throughout camp sessions. So much love goes into each recipe! These staff members work hard to make sure everyone’s food needs are met and the community feels loved and satisfied by their wonderful home-cooked food. Effort is made when ordering ingredients to get as much local, organic, sustainable produce as possible and to support vendors aligned with our community values.

**Fruitcake Lead**
Manage onsite kitchen operations, including general organization, food safety standards, kitchen crew schedules, meal preparation and service, food storage/inventory, and overall stewardship of kitchen equipment. Assist the Camp Director in the interviewing and selection of the Fruitcake volunteers, with a focus on selecting volunteers with industrial kitchen experience and attention to detail. Oversee menu planning and food ordering, and, as time allows, coordinate 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 at
least 25 lbs. Commitment: an average of 8-12 hours per month starting in May and an average of 6 hours per week starting in July, and for one week following the camp sessions. One, two or three-week role (one to two weeks recommended). Returner preferred. Co-leads generally preferred. **New this year: A stipend will be offered for this position.** Please email programs@camptentrees.org for more information.

**Fruitcake Team Member**
Responsibilities include meal preparation, serving food, cleaning, and organizing in the kitchen. Assist with all camp activities, cookouts, and overnights, as time allows. Opportunities for mealtime entertainment abound! Prior experience in restaurant/industrial kitchens 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. 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 at least 25 lbs. Must have a current Food Handler’s permit. One-, two- or three-week role with partial-week role options as needed.

**Meal Inclusion Specialist**
Embody the Camp Ten Trees value of Inclusion by working to make sure that everyone’s dietary needs are met at meal times! This volunteer staff member will focus predominantly on a small(ish) number of campers and volunteers with specific dietary needs. Tasks include reaching out to campers’ families and staff to gain understanding of needs before camp, planning alternative meals and desserts, preparing and cooking food for 5-20 people at any given meal time, and supporting the rest of the kitchen crew in meal prep, cooking, and stewardship. This staff member will serve as the point person during the camp session for anyone with special food needs. Knowledge of nutritional needs, various specialty diets, and food justice and experience in industrial (large capacity) kitchens strongly preferred. Food Handler Permit required. Commitment: 2-5 hours per week in June, July, & August. One-, two- or three-week role.

**CABIN LIFE ROLES**

Cabin Life volunteers directly supervise and support campers both as individuals and in groups. 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 an extremely rewarding experience and requires patience, sensitivity, selflessness, and the ability to set and maintain healthy boundaries with youth.

**Coordinator of Cabin Life**
Guide cabin life volunteers in all aspects of camp life, including scheduling, working with youth, mediation techniques, leading activities, and more. Provide supervision, leadership, and support to a team of 5-7 Area Leads. 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 and develop an Area Lead 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 April, an average of 5
hours per week starting in July, and for one week following the camp sessions. Three-week volunteer preferred. Returning volunteer preferred.

**Area Lead**
Provide supervision, leadership and support to a team of 4-8 cabin counselors and rovers. Develop and implement community and skill building elements for your 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/s you are interested in leading on your application – see end of document for Cabin Area descriptions for each week. One- or two- or three-week role. Returning volunteer preferred.

**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 staying safe and healthy and upholding community agreements. Serve as a mentor and facilitator. Communicate with your Area Lead, rover, and fellow cabin counselors regarding any issues within the cabin. Desire to make a difference in the lives of young people. Experience working with children and youth is strongly preferred. There are options to serve as a co-counselor, depending on the needs of the campers and staff. Please indicate Cabin Area/s of interest on your volunteer application – see page 15 of this document for Cabin Area descriptions. One-, two-, or three-week role.

**Rover**
Primarily support a cabin area by working with the Area Lead, Cabin Counselors, Serenity and Sunshine team members, Inclusion Specialists and all other area staff to meet area needs. Secondarily support camp in multiple realms by leading/assisting choice and community activities, and/or assisting with stewardship and other tasks. This role is ideal for individuals who wish to grow multiple skill sets and explore a variety of leadership and service opportunities. Rovers must be willing to take on a wide range of tasks and adjust to the needs of camp. Commitment: ongoing email or phone communication leading up to camp, residency at volunteer training, onsite trainings, and camp sessions. One-, two-, or three-week role.

**Wilderness Counselor**
Like other cabin counselors, this role provides direct support to campers to ensure health and safety, and foster a sense of belonging. Additionally, this role works to share the joy and stewardship of the outdoors with youth. Wilderness Counselors work with youth to plan and facilitate outdoor adventures, including educational hikes and activities, possible off-site day trips, and experiences sleeping in different outdoor locations (under the stars, in tents, or even in canoes!) Outdoor education experience and experience working with children and youth is strongly preferred. Red Cross Small Craft Certification, experience working with multi-age and multi-gender groups, and Wilderness First Aid, Wilderness First Responder, or Wilderness EMT certification strongly preferred. Commitment: an average of 3 hours per month starting in June. One-, two-, or three-week role.
Leadership, Education, and Development (L.E.A.D.) Program Counselor

**Week 1 and 2 only:** Plan and implement a fun and educational leadership 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 volunteers who may be working with L.E.A.D. Campers in understanding the educational and emotional needs of these campers. With support and guidance from the Camp Program Coordinator review applications, conduct interviews, and select 4-10 campers aged 16-17 to participate in the L.E.A.D. Camper program. Prior camp and/or teen mentoring experience is strongly preferred. Commitment: an average of 2 hours per week starting in mid-April. L.E.A.D. Camper interviews will start in April, and L.E.A.D. Program Counselors should be prepared to conduct these during this time, in order to select a team of campers before June 1. This year, the focus of the L.E.A.D. Camper Program will be on learning about Cabin Life roles at camp. Two-week volunteer commitment. Returning volunteer preferred.

**FOCUSED SUPPORT ROLES**

**Inclusion Specialist** – Support one or more campers with emotional, behavioral, and/or physical challenges in the context of being a cabin counselor with a co-lead. The primary focus for this role is to assist the camper(s) needing inclusion support. Lead, guide, and provide support to the campers in the cabin group in building a cabin community, engaging in camp activities, and exploring leadership. Support campers in staying healthy and safe and following community agreements. Serve as a mentor of Camp Ten Trees Values and Commitment to Social Justice. Support activity specialists, cabin counselors, and other volunteer staff to ensure accessibility for your campers and as much inclusion as possible. One-, two-, or three-week role.

**Interpreter** – 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; contact the Camp Program Coordinator with any questions (programs@camptentrees.org). One-, two-, or three-week role with partial-week options, depending on camper/staff needs.

**CABIN AREA DESCRIPTIONS**

**BoysTown – Boy-Identified Cabin Area**

BoysTown 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, Emotional & Behavioral Support 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. BoysTown volunteers will ideally have experience working with teens and knowledge of the experiences and challenges of being boy-identified in LGBTQ+ and allied communities.

**GirlsTown – Girl-Identified Cabin Area**
GirlsTown 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 Serenity team, Sunshine 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. GirlsTown volunteers will ideally have experience working with teens and knowledge of the experiences and challenges of being girl-identified in LGBTQ+ and allied communities.

**Genderlandia – Transgender, Gender Variant, Genderqueer, Non-binary, Two-spirit, Gender Questioning, etc. -Identified Cabin Area**
Genderlandia is the cabin area for youth who identify as gender variant, transgender, transsexual, non-binary, genderqueer, two-spirit and/or who are questioning and 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, Emotional & Behavioral Support 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, genderqueer, and/or questioning/exploring one’s gender identity in LGBTQ+ and allied communities.

**Wilderness Area**
The Wilderness Area at Camp Ten Trees offers a camping experience with more outdoor adventure 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, choice and community activities, leadership opportunities) and will also learn outdoor skills such as fire building, knife safety, outdoor cooking, knot tying, shelter building, and more. Wilderness Cabins often sleep at many different locations on the campsite during the session, depending on campers’ interests, abilities, and access needs.

**L.E.A.D. Campers – Leadership, Education, and Development Cabin Area (One-Week Program)**
The L.E.A.D. Camper cabin area provides a challenging, educational, and engaging program for campers ages 16-17 who are interested in learning the skills needed to become summer camp staff volunteers. While each year of the L.E.A.D. Camper program supports development in camp-wide skills, in alternating years L.E.A.D. Campers will focus on either the skills of working in cabin areas (Cabin Life) or skills in: organizing and leading all-camp activities (Community Activities), planning and facilitating small group activities (boating, arts & crafts, etc – aka Core Activities), and supporting the essential needs of camp (food, space, supplies, organization, etc. – aka Essentials). 16-17 year old campers are not automatically L.E.A.D. Campers, but must apply to participate. Volunteers in this area work collaboratively with youth to create a holistic, interactive, and hands-on experience that teaches campers about camp activities, community, leadership, social justice, youth development, collaboration, communication skills, and more.