Camp Roger Camp Scottie

2027 Summer Camp Staff FAQ

APPLICATION PROCESS

1. **What does Camp Roger's summer camp staff application/interview process look like?** We have created two phases for Summer Camp Staff hiring. Phase 1 helps us connect with you as an applicant, and Phase 2 helps us grow together on a deeper level. This final phase is where we will make our decisions about summer staff hiring.

   You can find everything you need for this process at CampRoger.org/work-at-summer-camp

2. **PHASE 1 – Start Here! Connect with Camp Directors after completing the QUICK APPLICATION:**

   Step 1: COMPLETE THE QUICK APPLICATION FORM at CampRoger.org/work-at-summer-camp

   Step 2: READ AND REFLECT ON CAMP ROGER'S MISSION, VISION, AND FAITH & LIFE COVENANT at CampRoger.com/mission. Here you will find a number of ways that we, as a diverse group of Christians, seek to live in order to find our center in Christ for the purpose of serving God together. Within the **FULL APPLICATION,** you will be asked to agree to the Faith & Life Covenant and provide a personal response.

   Step 3: LEARN ABOUT CAMP ROGER OVERNIGHT CAMP AND CAMP SCOTTIE DAY CAMP – Read the web pages for our two programs to see the differences between Overnight Camp and Day Camp. We will talk about these differences in more detail throughout the hiring process and eventually ask for your employment preference.

   Step 4: SCHEDULE A MEETING – We can't wait to get to know you! Once your quick application is submitted, one of our directors will reach out to schedule

a 45-minute Zoom/FaceTime meeting. We will discuss the Faith & Life Covenant and answer any questions you have about Overnight Camp and Day Camp.

After this meeting, a member of the hiring team will notify you about moving to **Phase 2**.

3. **PHASE 2 – Some applicants will be invited to join us for PHASE 2. In PHASE 2, we will connect through your FULL APPLICATION and REFERENCES. You will also have the opportunity to apply for a Leadership Investment Grant. We will make our final decisions after this phase.**

   Step 1: COMPLETE THE FULL APPLICATION – Congratulations on completing **PHASE 1** and being invited to join us for **PHASE 2**! Our directors will send you the link to the **FULL APPLICATION** and direct you through this process as we get to know you better. Every applicant will need to complete this form. A link will also be sent to your email address.

   Step 2: **SEND THE SUMMER STAFF EMPLOYEE REFERENCE FORM to THREE individuals -** Send the link to the form to three individuals to complete on your behalf. We recommend sending the link to them within the week that you complete the **FULL APPLICATION** and follow up to confirm that they have submitted the form. Camp Roger cannot offer a job to any applicant without the submission of three completed reference forms.

   Step 3 (optional): **APPLY FOR THE CAMP ROGER LEADERSHIP INVESTMENT GRANT –** Camp Roger will be awarding the Leadership Investment Grant to multiple summer staff employees each year. Applications for this $2500 grant should be completed and *submitted before the applicant's Group Interview*. The grant money will only be awarded to recipients if they complete all requirements and have fulfilled their employment responsibilities. Grant applications will be reviewed, and recipients chosen by an anonymous group of individuals. Recipients will remain anonymous.

   Step 4: SELECT A GROUP INTERVIEW DAY TO ATTEND – Applicants who are being considered for counselors and who have completed the full application will be asked to choose one of three Group Interview Days. This day will include group activities and games, a Camp Roger tour, time to answer your questions, and a short in-person interview with some of our hiring directors. Be prepared to spend time outdoors!

Note: Kitchen staff and intern applicants may have different interview time slots than the group interview days.

We hope ALL phase 2 applicants can make it to one of our onsite Group Interviews. Camp Roger may be able to help with some transportation arrangements or costs. We do not want this to be a barrier for applicants. *If you are unable to make it to any of the Group Interviews, please let one of the Directors know as soon as you are able so that we can make alternate plans.*

Following your Group Interview, you should hear from us with a final decision within a week.

Summer staff positions will be filled as the process progresses through the spring. We do not plan to fill all open positions after the first group interview. We will know how many open positions we have at any given time during the process.

Similarly, the Leadership Investment Grants will be awarded as we progress with interviews throughout the spring. Our goal is to give applicants as much information as possible in order to make a fully informed decision before accepting a job offer.

QUESTIONS ABOUT SUMMER CAMP STAFF HIRING

1. Do Summer Camp Staff serve on both campuses? Just one? What's the difference?

Summer staff includes any of these roles at Camp: Kitchen Staff, Overnight Camp Counselor, or Day Camp Counselor. Once hired, you will spend the summer on staff working at Camp Roger (Rockford, MI) for Overnight Camp *or* working at Camp Scottie (Howard City, MI) for Day Camp.

As a reminder for your application, please list ANY and ALL positions that interest you. Throughout the interview process, you can indicate and potentially change your preferences.

Note: Most of our Day Camp Staff live on our Camp Roger campus during the summer and are provided room and board. Day Camp Staff also has opportunities to take part in overnight camp programs on their time off.

2. How many Counselors do you hire for the Summer Camp Staff?

For Overnight Camp at Camp Roger, we typically hire around 22 Counselors. For Day Camp at Camp Scottie, we typically hire around 14 Counselors. Some of these positions will be filled by Staff returning from previous summers. Each year, the number of open positions varies.

3. Who can be a Counselor?

We hire post-high-school and college-aged individuals who are passionate about God, kids, and the outdoors.

4. Who can be on the Kitchen Staff?

Most often, our four FULL-TIME Kitchen Staff team members are recent high school graduates or those entering their senior year of high school. These are individuals who are interested in serving in the kitchen for the entire summer and joining the Summer Staff community for additional service roles and assistance with opportunities for engagement with our counselors and campers on a regular basis. This team is supervised by our Head Cook and our Food Service Director.

5. What is the Lead Grow Serve Summer Camp Internship?

Camp Roger is offering limited spots for high school students who will commit to working a partial summer role as a Summer Camp Intern. Interns will primarily serve alongside full-time summer staff and report directly to our LGS Internship Director.

For three consecutive sessions, interns will learn behind-the-scenes roles and processes at camp. When supporting the kitchen, work will include meal preparation, food service, and post-meal clean-up. Interns will also have opportunities to engage in one additional area of camp that interests them such as games and programs, waterfront, nature/creation care, maintenance, cleaning, etc. Camp leadership will mentor interns by providing intentional community engagement and spiritual development to help individuals grow in their leadership and service skills.

See details, including internship dates, of this new opportunity for HIGH SCHOOL students at **CampRoger.org/summer-camp-jobs**

Minimum age: Interns should have at least two years of high school completed.

Note: There will be onsite housing available for the duration of the internship (Interns are encouraged to go home on the weekends between sessions to fully rest before they start a new week at camp!) and a small pay stipend will be granted upon completion of the internship.

6. Do Summer Camp Staff get paid?

Yes! Housing and food are also included in your salary.
You can view our Summer Staff Salary info at **CampRoger.org/work-at-camp**

7. Does Summer Camp Staff have to work every session?

We strongly prefer a consistent Summer Staff. However, exceptions will be considered for circumstances such as family weddings, Resident Assistant responsibilities for your upcoming school year, early start to school, etc. We discuss these requests during the interview process and only ask that you provide as many details as you know on Phase 2's full application page. This information is taken into consideration by the Camp Directors.

8. Are Summer Camp Staff in charge of a cabin group/animal group alone?

Our Counselors work both collaboratively and independently with support from our Head Counselors and Leadership Team. In each session, there will be a few Counselors who work in partnership with another Counselor in a cabin, while some Counselors supervise a cabin group alone. Your experience will vary throughout the summer, but the Leadership Team will ensure that every Staff member is prepared and equipped to do the job.

9. What does my time off look like?

Summer camp staff (depending on their role) can expect to get a short break between each session, as well as a few days off during July 4th week. Time away from your family and friends is balanced by a rich, supportive camp community and a summer full of life-changing experiences.

Day Camp staff will also have evenings off after 5:30 pm, as well as weekends.

Please see our Summer 2027 Calendar at CampRoger.org/work-at-summer-camp to view each session for this summer! We will begin our 2-week training for Counselors on May 24 and will wrap up our summer on August 20. Traditional Kitchen Staff can join for as much of our 2-week training as they would like and should plan to report for the Kitchen Staff training around June 4, 2027.

10. How old are campers?

Day Camp serves campers who are going into kindergarten – 5th grade.
Overnight Camp 4-day sessions serve campers who are going into 1st grade – 5th grade.
Overnight Camp 6-day sessions serve campers going into 3rd grade – 9th grade.
Wilderness Trips (called Pioneer & Voyager) serve campers in Middle and High School.
Depending on your role, you will likely have an opportunity to work with a wide variety of age groups.

11. How many campers are in a group or cabin?

Typically, Day Camp groups will range from age 8 to 11 campers and overnight camp cabins will range from 10 to 14 campers, depending on the week and the program.

12. What does a day at camp look like?

A day of camp is busy! You will spend much of the day with your own campers, but a portion of each day is spent with the entire camp participating in activities (such as braiding, canoeing, archery, etc.) along with afternoon or evening programming. There will be daily camp chapels and devotions with your campers.

Find out more about a typical day at Camp Scottie at **CampRoger.org/day-camp**

Find out more about a typical day at Camp Roger at **CampRoger.org/overnight-camp**

13. What if campers have challenging behavior?

They will, and it's OK!! Campers sometimes make poor choices, but you will be prepared/supported. We have a team who will support you every day and we don't expect our counselors to have all the answers! We have Directors, Head Counselors, and an on-call Social Worker (who specializes in behavior) who collectively have years of experience and who are here to help!

Additionally, your summer begins before campers arrive, with a two-week orientation that will give you important training and tools to succeed. We have professionals in education and social work who facilitate multiple training sessions to equip our counselors with behavior management skills.

14. What do your campus and facilities look like?

Camp Roger has over 200 acres to roam, and Camp Scottie is located on 85 acres of beautiful land! Both campuses are wooded with our own waterfronts. You can view a few photos of our facilities on our website, but you may also call (616-874-7286) and ask to take a tour.

15. Living at Camp for the summer is a big commitment, can friends/family visit me?

In a typical summer, visitors of our Overnight Counselors and Kitchen Staff are welcome after 10 PM and on weekends/time-off unless a special meeting or event has been scheduled. Other visits can be arranged with permission from the director. We would love to have your immediate family members (parents, siblings) join us for a meal and/or program during the summer!

Day Camp visitors can visit Camp Scottie, with permission from the Director, during the day to observe. Visitors can socially visit Day Camp staff on either campus at any time when Day Camp is not in session.

16. Can I use my phone/computer?

Our goal is that our staff build relationships and experiences without the filter of technology as much as possible. Electronics are typically kept in your cubby inside of

the Welcome Center during sessions and should be used sparingly in designated areas. Camp Roger's mission encourages us to encounter and celebrate God in creation, and "screen-free" programming is an important part of that. Staff members do carry cell phones when away from main camp for emergency use only. Phones and computers may be used by staff during their scheduled breaks during the day and in the evenings if they are not in a space with campers.

Note: Day Camp staff may have their phone in their staff apartment, as it is a camper-free space.

17. What happens if I get sick?

In general, Summer Camp Staff are responsible for taking care of their health: getting adequate sleep, eating well, prioritizing their mental health, and staying hydrated. We have a camp nurse on site who is available for some medical needs. If a Counselor or other staff member is not well enough to carry on their daily responsibilities, our Leadership Team will find replacement staffing options so that the staff member can get the rest he/she needs.

If you have further questions about Overnight Camp, please contact Kelsey Leunk, overnight camp director, by text at 616-822-2015 or by email at kelsey@camproger.org.

If you have further questions about Day Camp, please contact Michelle Padilla, day camp director, by text at 708-601-9884 or by email at michelle@camproger.org.