



Hello!

Thanks for your interest in working at Camp Lackawanna this summer!!!

Below, you will find some information on what you can expect as an employee at Camp Lackawanna. We hope this helps you make the best decision possible for the upcoming summer.

So...you want to work at Camp Lackawanna?! That's great! But you should probably know a few things first. Working at Camp Lackawanna is an amazing experience, but it's not for everyone. Long hours, a wilderness environment, minimal personal time, and a high level of emotional stress are just a few things that can really derail a positive experience here for a lot of people. If you think you can handle it, or want to know more, read on.

What We're Looking for in a Staff Member:

- A good attitude. We like people who are positive and have a willingness to learn.
- Appetite for challenge. Camp is hard. Sometimes we do things "the hard way" because the camper experience will be that much better. Sometimes we do things "the hard way" just to see if we can do it. We hope a summer on staff will change you for the better.
- "Team spirit." Really cliché, but couldn't think of anything better. At Camp Lackawanna, we are a community, and we need people who can act not as individuals, but as members of a team, working for a larger goal. To be frank, no amount of skills or experience will keep you on our staff if you can't act in the best interest of the group.
- The ability to act decisively and with good judgement in situations of ambiguity (What a mouthful!). You will be taking care of somebody else's kid. We provide you training to help prepare you for the summer, but somebody won't always be there to make decisions for you. For whatever reason, this is really scary for a lot of people.
- Self-starting. Similarly, there is a lot of work to be done at camp--and your job doesn't end whenever you accomplish a task. Working together as a team, no one is done until everyone is done. Isn't that just great?
- Professes Christian Faith. Any denomination or non-denominational is fine with us. We usually have a mix on our staff. We are a welcoming place for all people. We have had staff members of all kinds do very well here, and we do not discriminate.



The Basics:

- You will live at Camp Lackawanna in our housing and eat our meals for the work periods you are agreeing to. For most people, that will be from the middle of June through the beginning of August.
- Your job will be to be a positive Christian role model for kids, within our guidelines. This means you need to profess the Christian faith--and we are pretty open about what that means, but it is still a requirement. We will talk more about that in the interview.
- We will go through almost two weeks of training to prepare you to do your job well.
- There will be limited opportunities for time off and rest.
- The majority of staff will be required to sleep in a rustic cabin with 7 campers.
- On your day off when we are not requiring you to work, you are allowed to stay on property. Campers leave Saturday morning and staff is dismissed after the staff meeting. Sunday we will meet before lunch to prepare for the week, eat together, and get ready to welcome our campers with open arms. Some people who work here are college students from near the area, and choose to go home for their off time.
- You will need to be able to thrive in an outdoor environment that is somewhere between unkempt city park and backcountry wilderness.
- You will need to be in reasonably good shape physically, as the nature of the job demands running, jumping, lifting up to 50 lbs., twisting, bending, and generally walking a lot and playing a lot of games outdoors in the summer weather.
- You will need to be in reasonably good shape with your mental and emotional health, too. Summer camp can be a grind, and the physical toll it takes on your body can mess with your head sometimes, too. Plus--taking care of a bunch of kids, sometimes who need extra TLC or have really rough home situations--that can wear you down in other ways.
- We intend to hire people with good attitudes, with a healthy appetite for challenging themselves. Please do not apply if you are just looking for a summer job.



Our Program

Camp Lackawanna has operated a Summer Camp program here at our site outside Tunkhannock, PA since opening in 1962. Right now, we generally run a 8-week program, including training. Pretty much all of our staff live on site here for the duration (with the exception of between camp sessions), with some additions and subtractions to our staff team as the summer goes on, and our needs fluctuate. Summer 2019, we welcomed 126 campers. We are owned and operated by PC(USA), the largest denomination of Presbyterians in the US. Our program is mostly generically mainline protestant Christian,

and we have some PC(USA) pastors serve as chaplains for the week, our staff and campers do not have to be Presbyterian to be here.

The mission states that “We offer the abundant grace of Jesus Christ to all through engagement with God’s Creation.” and this mission dictates how we run our program.

Although our camp program started nearly 60 years ago, and really hasn’t changed too much since then, we believe that people need places like Camp Lackawanna now more than ever. This is especially true with kids--instances of mental illness and emotional difficulties are skyrocketing in kids, and this is matched with declining participation in mainline protestant churches.

Family Group Christian Camping

During summer camp, we organize all our campers into what we call “Family Groups.” The family group consists of two counselors, usually one male and one female, and each of those counselors is responsible for anywhere between 2-8 kids (so, total between the two counselors, 4-15 or so). You obviously sleep in separate areas that the opposite sex of the campers in your family group, but spend almost all your time together during the week,



participating in activities as a group, having group bible study daily, etc. The family group works well especially in 2020 because of the fragmented nature of our society--busy schedules and addiction to technology keep our relationships shallow, and only loosely committed. The family group is a beginning-to-end journey through the week of just you and your campers--leaving time to learn about each other, grow together, and become comfortable enough with each other to deepen the relationships to be meaningful.

Activities and Stuff

You: “Okay.....but what do we do...?”

Me: “Thanks for asking. Let me tell you.”

Generic schedule:

- Wake up/get dressed and stuff/eat breakfast
- Morning Gathering (short devotional)/Capers (small group tasks to keep camp looking good)
- Activity blocks
- Bible Study
- Lunch
- Rest Time
- Activity blocks
- Dinner
- All-camp game
- Evening Worship
- Small group time/pre-bed-stuff/bed



Pretty simple. Activities for activity blocks include things like arts and crafts, boating, team building, games, swimming, low ropes, archery, and hiking. We also do a lot with the outdoors - some camps do a cookout over a campfire and all groups have campfires throughout the week. There are specialty camps that we offer that do more of the activities, or push the boundaries of normal camp in different ways--staying up later, doing a ton of art and music activities, getting crazy with water activities,, check out the website if you need more info on that stuff.

Please note that having fun is a huge part of what we do at camp, and the activities listed above help us do that--it is summer camp, after all. However, they are a means to an end, the end being our mission stated above. If you are looking for a camp that is fun + activities first, check out the YMCA or one of the other camps in the area. We intend to create meaningful experiences...with God, in nature, and between people here at camp. Again, "fun" is something we do almost always, but is not necessarily the point.

Compensation Specifics

Working at camp is a missional role at a ministry. We don't want you to work here for a paycheck--we want you to work here because that is your calling. You will have the opportunity to be changed for the better--and to effect positive change in those around you. That's a pretty big deal, right? With that being said, we get that you have a life, and you have needs.

Here's what we can offer:

- Starting pay for counselors is \$275 per week, which includes training. Other positions that are program specific may receive additional compensation.

- Room and board (food) throughout your stay. You get to stay here the whole time although you are free to leave on your day off.
- 2 hour break per day. Long hours for sure, but we make sure you get a solid break every day to do whatever it is you need to do to stay sane/be a mature adult. There will also be off time activities offered such as meditation, bible study, yoga, art etc. There is wifi in limited spots on site.
- Time off Saturday around noon till Sunday at return time.
- Resume building and references.

So why work at camp this summer? This isn't just any summer job. This isn't even just any summer camp job. Camp Lackawanna is a place where lives are changed. You don't always get to see it - sometimes, the experiences a person has at camp change them over time. It's going to change you, too. We believe that the world needs more goodness, more community, and more peace. We believe that kids need more and different opportunities to experience the love of God, especially in relation to their lives and identity. We believe that one of God's greatest gifts was creation, and that we still have a lot to learn from nature, and how to better care for our world. We believe in being weird, being creative, playing hard, singing loud, getting messy, and going crazy during the summer (we believe in introverts too, please don't run away and hide). If you share some of the above beliefs, and want to sign on for amazing and challenging experiences, you might be a good fit. To be clear--this is not a job for everyone. It can be highly stressful if you are not a good fit. Please be honest with yourself, and us, about how suited you are for a summer at Camp Lackawanna.

If you think you can handle it, we look forward to meeting you and talking more. You can find out more general information about Camp Lackawanna at our website here:
<https://www.camplackawanna.org/>

There is no deadline, except when we fill all of our positions--usually around May 1.

Hope to hear from you soon! --Camp Lackawanna Staff

Adapted from a document shared by Kirkwood Camp