

Camp Roger Camp Scottie

2019 Summer Staff FAQs

What does the application/interview process look like?

Step 1: Fill out the online application. Please list ANY and ALL positions that interest you (Kitchen Staff, Summer Camp Counselor, Day Camp Counselor, etc.). Throughout the interview process, you can indicate your preferences.

Step 2: Read the Camp Covenant and submit the signed online form.

Step 3: Fill out the self-reference form and have three additional online references submitted. Be sure to ask supervisors, employers, or other authority figures in your life (not family or friends).

Once we have received and reviewed this paperwork, there will be a first round of interviews that begin in January 2019. Interviews are typically conducted with the Camp Director and another staff member.

After our first round of interviews, a final group interview day is scheduled for Saturday, February 23, 2019. This interview includes a day at Camp Roger to participate in group activities, a tour of camp and another round of shorter interviews. Following the group interview day, you should hear from us within a week!

How many counselors do you hire for the summer staff?

For Overnight Camp at Camp Roger, we typically hire around 22 counselors. For Day Camp at Camp Scottie, we typically hire around 11 counselors. Some of these positions will be filled by staff returning from previous summers. Each year, the number of open positions varies.

Who can be a counselor?

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

Who can be on kitchen staff?

Our kitchen staff is most often recent high school graduates who are interested in serving in the kitchen for the summer and being a part of the summer staff community.

Do summer staff serve at both campuses? Just one? What's the difference?

Once hired, you will either spend the summer on staff at our Rockford, MI campus (Camp Roger) for overnight camp or our Howard City, MI campus (Camp Scottie) for day camp.

As a reminder, on your application list ANY and ALL positions that interest you (Kitchen Staff, Summer Camp Counselor, Day Camp Counselor, etc.).

Throughout the interview process, you can indicate your preferences.

Note: Most of our day camp staff also live on our Camp Roger campus during the summer.

Do summer staff get paid?

Yes! Housing and food are also included in your salary.

You can view our pay scale under the ["Salary Information"](#) section on the Summer Camp Employment page.

Do summer staff have to work all sessions?

We strongly prefer a consistent summer staff. However, exceptions can be made for things like weddings, R.A. requirements, and other unique requests. Permissions are decided by the Program Director and Director of Camp.

Are summer staff in charge of a cabin group alone?

Our counselors work both collaboratively and independently with support from our Head Counselors and Leadership Team. Each session, there will be some counselors who work in partnership with one other counselor, while some counselors will be supervising a cabin group alone. Your experience will vary throughout the summer, but the Leadership Team ensures that every staff member is prepared and equipped to do the job.

What does my time off look like?

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

How old are the campers?

Day Camp serves campers going into Kindergarten – 5th grade in the fall.

Overnight Camp 4-day sessions serve campers going into 1st grade – 5th grade in the fall. Overnight Camp 8-day sessions serve campers going into 3rd grade – 9th grade in the fall. 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.

How many campers are in a group or cabin?

A group of campers will typically range from 6-14 campers, depending on the week and the program.

What does a day at camp look like?

A day of camp is busy! You'll spend a lot of the day with your own campers, but part of each day is spent with the rest of camp doing other activities (such as braiding, canoeing, archery, etc.) plus afternoon or evening programming. There will be a daily camp chapel and time for devotions with your campers as well. For a full schedule, click [here](#) for Overnight Camp and [here](#) for Day Camp.

What if campers misbehave?

Don't worry!! Campers sometimes make poor choices, but you'll be prepared. The summer begins 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 trainings to equip our counselors with behavior management skills. Plus, you'll have plenty of support from other Camp Roger staff: co-counselors, head counselors, and our Leadership team.

What do the camp grounds look like?

Camp Roger campus sits on over 200 acres and Camp Scottie is 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!

Can friends/family come visit me at camp?

Counselor and kitchen staff visitors are welcome to visit after 10 PM, unless a special meeting or event has been scheduled. Other visits can be arranged with permission from the director. Immediate family members (parents, siblings) may be invited to a meal and/or program during the summer.

Can I use my phone/computer?

Electronics must be kept in the Welcome Center during sessions and should be used sparingly in designated areas. Part of Camp Roger's mission is to encounter and celebrate God in creation, and "screen-free" programming is an important part of that. Our goal is that our staff builds relationships and experiences without the filter of technology as much as possible. Staff members do carry cell phones when away from main camp for emergency use.

What happens if I get sick?

Camp summer 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 teams will find replacement staffing options so that the staff member can get the rest he/she needs.

If you have questions about Camp Scottie, feel free to email Matt Zwiep, Director of Camp Scottie, at matt@camproger.org.

If you have questions about Camp Roger, feel free to email Kelsey Leunk, Overnight Camp Director, at kelsey@camproger.org.