

Camp Roger Camp Scottie

2022 Summer Staff FAQ

1. What does the application/interview process look like?

Step 1: Watch our Camp Roger Overnight Camp Video—go to <https://vimeo.com/356464270>

Step 2: Watch our Camp Scottie Day Camp Video—go to <https://vimeo.com/352540785>

Step 3: Read and reflect on Camp Roger's Faith and Life Covenant then submit the signed online form in the application.

Step 4: Fill out your online application. On your application, please list ANY and ALL positions that interest you (Kitchen Staff, Overnight Camp Counselor, Day Camp Counselor, etc.). Throughout the interview process, you can indicate your preferences and change them. Go here to begin your application process: <https://camproger.campbrainstaff.com/>

Step 5: Ask three people to complete and return an online reference form. We recommend sending the link to them within the week that you apply. To ensure that the lack of references does not hinder your application/interview process, it is a good idea for you to follow up with them to confirm that they have submitted the reference form.

Please note: Be sure to ask supervisors, employers, or other authority figures in your life (not family or friends) for a reference. The reference form is located here: <https://camproger.org/summer-employment-reference-form>

Deadlines for Applications:
[January 17](#) **Returning Staff**
[February 14](#) **New Staff**

We will receive and review your references; then first round interviews begin December 2021 and continue to mid-February 2022. Interviews are typically conducted with the Camp Directors and another leadership staff member.

After the first round of interviews, a Group Interview Day is scheduled on Saturday, February 19, 2022, as the final step in your interview process. Please block this entire day off on your calendar. We will let you know as soon as possible if you will be invited to the Group Interview Day or not. Unfortunately, we may not be able to notify you until the week of the Group Interview Day.

For the Group Interview Day, we plan to be mostly outdoors at Camp Roger in Rockford, MI throughout this day. This day includes group activities, team building, a tour of Camp Roger, and another round of shorter interviews. Following the Group Interview Day, you should hear from us with a final decision within a week.

2. 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 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 Kitchen Staff?

Most often, our four Kitchen Staff team members (2 boys; 2 girls) are recent high school graduates who interested in serving in the kitchen for the entire summer and joining the Summer Staff community for additional service roles and assistance.

5. Does Summer Staff serve on both campuses? Just one? What's the difference?

Once hired, you will spend the summer on staff working at Camp Roger (our Rockford, MI campus) for Overnight Camp *or* working at Camp Scottie (our Howard City, MI campus) for Day Camp.

As a reminder for your application, please list ANY and ALL positions that interest you (Kitchen Staff, Overnight Camp Counselor, Day Camp Counselor, etc.). 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. They also have opportunities to take part in overnight camp programs on their time off!

6. Does Summer Staff get paid?

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

You can view our pay scale under the “2022 Salary Information” section on the Summer Camp Staff Employment page.

7. Does Summer 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 for your upcoming school year, early start to school, etc. We discuss these requests during the interview process and request as many details as you know on the application page. These are considered by the Camp Directors.

8. Are Summer 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. 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.

9. What does my time off look like?

Summer staff (depending on their role) can expect to get a short break between each session, as well as a few days off during 4th of July 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 after 5:30 pm off, as well as weekends.

Please see our summer 2022 Calendar [HERE](#) to view each sessions date for this summer! We will begin our 2-week training on May 23 and will wrap up our summer on August 20.

10. How old are 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 6-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.

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

Typically, Day Camp groups will range from age 5 to 11 campers and overnight camp cabins will range from 8 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.

A typical day at Camp Scottie looks like this: <https://camproger.org/wp-content/uploads/2020/12/2021-Camp-Scottie-Day-Camp-Daily-Schedule-typical-1.pdf>

A typical day at Camp Roger looks like this: <https://camproger.org/wp-content/uploads/2020/12/2021-Camp-Roger-Overnight-Camp-Daily-Schedule-typical.pdf>

13. What if campers misbehave?

Don't worry!! Campers sometimes make poor choices, but you will be prepared. 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 trainings to equip our counselors with behavior management skills. Plus, you will have plenty of support from other Camp Roger staff: Co-Counselors, Head Counselors, and our Leadership Team.

14. What do the 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. Can friends/family visit me at camp?

In a typical summer, visitors of our Overnight Counselors and Kitchen Staff visitors are welcome after 10 PM, 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 builds relationships and experiences without the filter of technology as much as possible. Electronics are typically 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. Staff members do carry cell phones when away from main camp for emergency use.

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

17. How might Covid-19 affect the summer? What happens if I get sick?

With the help of a medical advisory board and local/State of Michigan health officials, Camp Roger has created standards and best practices for keeping our staff healthy in the Covid19 pandemic. We learned much over the last two summers and continue to learn. We will review and learn these updated practices together upon arrival at staff orientation.

The summer plans we have announced and discussed are our intention for summer 2022. But, as we have learned, things can change. We appreciate your flexibility as we move into the months ahead and we will communicate to you as clearly as we can about plans.

In general, 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 Team will find replacement staffing options so that the staff member can get the rest he/she needs.

If you have further questions, please contact Kelsey Leunk, overnight camp director, by text at 616-822-2015 or by email at kelsey@camproger.org. Questions about day camp should be directed to Matt Zwiep, director of operations/day camp director, by text at 616-648-7159 or by email at matt@camproger.org.