

# Summer Camp Professionals

A place for some on-going discussion for professionals in the world of summer camp. VENDORS: You are welcome here. Please join in the discussion and focus on helping the #CampPros. Selling your product before being a true member of the community will get you banned. Pros: We look forward to hearing from you. Please feel free to invite everyone you know who is a full-time staff person or who you feel should be a full-time staff person. Please take a moment and introduce yourself.

Mark Hemmerdinger at 2015-04-23

Help needed finding a book to read to a 4th grade class as a guest reader. I'd like the book to be a story about camp. Need help finding a book appropriate for 4th grade that also I can read in 15 to 20 minutes tops. Anyone know of any good short stories about camp.

Kathryn Kelly Luera

My favorite camp book is the Berenstain bears go to camp. Little young for 4th grade tho i think..

Rosemary Pezzuto

I have a list from the American library folks with curriculum but need an email.

Robert Lawton

Perhaps you might read an exciting selection from a chapter book instead and encourage the kids to check out and read the whole book for themselves - sort of like LeVar Burton on "Reading Rainbow."

I really can't think of a book for 9 year olds a reader can finish in 15-20 minutes. "Green Eggs and Ham" takes that long to read.

Tom Shneer

I think this is a great book for campers in 4th grade. Sadly it is not about camp though <http://www.amazon.com/Sideways-Stories-Wayside-School-Sachar/dp/0380698714>

Joe Richards

<http://www.bookworm.com.au/the-wombats-go-on-camp-9781743315040.aspx>

Noah Gallagher

Sarah Erickson

Like Bug Juice on a Burger by Julie Sternberg is a fast reading chapter book. It will be longer than 20 minutes though. Another thought is Molly Saves the Day... but boys might be immediately turned off by the idea of hearing an American Girl story.

Joyce Oberthal

Froggie goes to camp

Paul Schoen at 2015-04-23

Lets get a list going of Jobs and what you need  
Others may have to many staff or know of someone who may fit your needs

Camp name Job needed to be filled Male or female location Spring or summer etc
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Paul Schoen
Thanks did not know that

Chris Brayton-Tedesco
Camp Spindrift, Gloucester, MA Junior or senior staff Male and female Summer Day camp

Bethany Dietrich
Lutherwood, Washington Counselors MALE!!! Summer

Emily Wood Ordway
CYO Camp / Counselor / Male & Female / Occidental, CA / Summer <a href="http://camp.cccyo.org/staff/">http://camp.cccyo.org/staff/</a>

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CYO Camp / Health Officer / Occidental, CA / Summer <a href="http://camp.cccyo.org/staff/">http://camp.cccyo.org/staff/</a>

Caitlin Latta
There's a "Camp Jobs" group also

Tori Barnes
Girl Scouts of Northern California (Bothin, Skylark Ranch, Sugar Pine) Waterfront Director, Riding Director, Lifeguards, female counselors, ropes staff, riding staff, kitchen staff, EMT Bay Area / Yosemite Summer <a href="http://camprocks.submit4jobs.com">http://camprocks.submit4jobs.com</a>

Kerri Lyn
Wesley Forest Camp (Susquehanna UMC affiliate) Counselors: female!! Waterfront Lifeguard: male or female. Central PA Summer <a href="http://susumcamps.org/index.php/wesley-forest/leadershipwf">http://susumcamps.org/index.php/wesley-forest/leadershipwf</a>

Ellen Donohue-Saltman
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Camp Encore/Coda: Girls Head Counselor/Group Leader

Kelly Ariel Yewer

Anyone open to hiring international staff for any of these positions please let me know and I would love to talk to you about the staff we can offer! :)

Kevin Saxton

2 Male Counselors . . . [www.campjudson.com](http://www.campjudson.com)

Sarah Erickson

Camp Molly Lauman  
Girl Scouts of Ohio's Heartland  
-head lifeguard  
-cook  
-LPN/EMT

Alicia DeHart Theriault

Fernwood Cove, Maine  
Program Coordinator (Summer Admin Position)  
CIT Program Staff (female)  
Ropes Course Facilitator  
\*all summer season

Becca Spitzig

The Center For Courageous Kids  
Den Counselors  
Male/Female  
Scottsville Kentucky  
Summer

Tony Sedgman

this group has both Camp Administrators seeing staff, and individuals seeking a camp position. Feel free to post your openings here....  
<https://www.facebook.com/groups/373951909466490/>

Jennifer Ann Sweet

Hidden Valley 4-H camp, Watkins Glen, NY. Summer Resident Camp - Nurse: 21+, RN at the minimum. [Http:// cceschuyler.org](http://cceschuyler.org)

Jessica Stachulak

YMCA Camp MacLean Burlington, WI - Waterfront Director/ Teen Unit Director/ Male and Female Counselors  
[www.ymcacampmaclean.com](http://www.ymcacampmaclean.com) or contact Jessica at [jstachulak@ymcachicago.org](mailto:jstachulak@ymcachicago.org)

Allison East

Warner-Tully  
Counselor (8+)  
Male  
Port Gibson, MS

Summer

We're open to international staff!

Jenna Johnson

YMCA Camp Greenville: Division 1 Leader, male counselors, and adventure camp staff. South Carolina summer resident camp! <http://www.campgreenville.org/employment.php>

Grego Dow

Camp McGovern in Hanover Ontario. Still seeking a High Ropes Coordinator for a 4-pole 6-element course. Level 2 certification is available for appropriate candidates with sufficient experience and/or level 1 certification. <http://campmcgovern.com/staff.html>

David Walsh

Kenwood and Evergreen is in need of a Woodshop instructor and an Accompanist. if anyone has any leads it would be greatly appreciated. Thank you!

Tim Wolff

Rhode Grove Camp. Life guard and Admin Assistant. Male or Female. South Central Pennsylvania. Summer

Kevin Cartee

Fellowship Camp & Conference Center (Waterloo, SC) is in search of male counselors/program staff. Visit <http://www.campfellowship.org> to apply.

Bryce Fairburn

Up in Saskatchewan we are looking for some spring (may-June) food service and program staff...

Mike Tripodi

Camp Waubeeka at the Curtis S. Read Scout Reservation in Brant Lake NY is looking for an assistant Waterfront Director Salary is around \$2000 depending on experience. Also looking for a Commissary director, Salary \$2000. Can be either Male or Female, applications can be found at <http://www.wpcbsa.org/Read/ReadStaff>

Grego Dow at 2015-04-22

Well it's that season again, the "I've changed my mind about working for you" season. Good luck everyone...lost 3 this week myself. Sigh...

Mike Moose Greenfield

Sorry Greg, I understand your pain

Nathan J Welton

Probably for the best. You don't want staff without the character to fulfill an adult commitment.

Grego Dow

True that!

Robert Lawton

Any ideas on what percentage of staff who have accepted an offer end up bowing out? Likewise, it's it typically to extend offers to a couple of extra qualified candidates to help cover the bases?

Wade Nyhuis

I'm sorry to hear that Greg. I'm curious, do you have them sign anything after accepting the job? I haven't had to deal with that after they send in their agreement, but then again I only hire 10 to 15 staff a summer.

Megan Gibb

I haven't had any staff back out yet (knock on wood), but I've received 4 emails in the past week from people who have signed contracts saying, "Oh, by the way, I'm going to need an entire week off in the middle of the 8 week summer for (a mission trip/grandma's birthday across the country/volunteering at another camp/insert other excuse here that they've known about for months)." They never mention it in the "request time off" section of the application, of course!

Carrie Kishline Lawson

We hire 100 staff and have 2-3 back out every year, so we do hire a couple of extra beyond what we need.

Mc Loud

"I bought tickets for a week long music festival and need this week off"

Mc Loud

Not only can you have that week off, you can have all the other weeks off too!

Elisa DayCamp

I'm glad its not just me!

Kim Steward Betts

We hire 200 each summer and always lose some. So frustrating!

Hannah Hudson

^had a guy last summer say, " I need a week and a half off to attend a Music Festival. I only took this job to pay for my ticket. ::facepalm::

Gay Hopson Bruner

2 down here this week. ugh!

Lisa-Beth Sanford

Love it when they come back 1 week before camp starts and ask for their job back.

Robert Lawton

Just a thought - and I have no experience as a director - but do any of you request and confirm parent's contact information? I'm wondering if the threat of having to answer to

mom or dad might have some positive effect on behavior.

Dan Lichtenstein

Robert, we intentionally do not want the parents involved. This is more of an issue with our JCs/CITs but we very clearly say that they work for us, not their parents, and we will not be communicating with their mom or dad. I understand your point, but I think that involving the parents makes this less of a job to them.

Whitney Ewing Kahn

Rebecca Velasquez- we are in good company!

Grego Dow

Wade Nyhuis...Yup...they all receive a contract to sign...but there's nothing you can really do if they choose not follow through on the contract. And as Nathan J Welton mentioned...probably don't want them on staff if they aren't able to keep commitments they make.

Jenn Becker Carpenter

It makes me crazy!!

Kris Ebner Martin

Just 1 so far here!

Diane Tyrrell

right there with you....frustrating but a sad reality....

Paul Sheridan

The worst!

Scotty Jackson

It's fine. You didn't want those staff members, anyhow. There are a few recent grads that hadn't even considered a summer job, yet, and have no where to live come June, available now. Or we are close to getting the long-time staff, that weren't able to find a "real job", yet.

Emily Glass

Indeed, no fun at all! We lost a valuable sailing trip leader to last minute internship a few weeks ago. We try to overstaff by a few to soften the blow if/when we lose folks late in the game.

Alexa Rae Geider

As frustrating as this may be, I think it's really important to consider why some may have to back out: financial reasons are huge. Many college students take on an insane amount of debt and sometimes we have to make hard decisions to pay these and other expenses off. Often times that means not working at camp. To back out without a sincere apology should be embarrassing for that person, but admin should plan for at least a couple staff to be unable to maintain a commitment due to unforeseen circumstances.

Travis Allison at 2015-04-23

Joanna Warren Smith was in a feisty mood this morning with her "HINT" email! You should definitely be signed up for that!  
Top of the right hand column: <http://camp-consulting.com/>

Abby Moore at 2015-04-23

9 Square in the Air Advice

How tall is yours?

How thick of pipe did you use?

We are building our own (not with the kit) so we need some good advice! What would you suggest or what do you wish would have done?

Bob Braun

We bought the kit from 9-Square in the Air and would recommend you consider it. The pipe they use is much more flexible and in 3 years of heavy use (including surviving severe storms that took down dozens of trees and a building) without damage or significant wear. PVC pipe is heavier, less flexible and tends to shatter if broken & my guess is you will be repairing it regularly. You can also adjust heights with the kit, although we seldom lower it from its highest height. It has been well worth the investment as it is a game everyone can play regardless of skill, size, age, etc.

Tom Horner

We bought the pipe fittings from 9 square and used 1" pvc pipe. It's 6 feet tall I think.. We had to couple some pieces together to get maximum use of the pipe we bought and not waste any. We've not had any pieces break in three years but we haven't had any t storms and falling debris on it either.

Jim Owens

Following

Aimee Berger at 2015-04-23

Spoiler Alert: Camplified 2015 camps #THISisHAPPENING  
#brandactivations #artistperformances and an #EDMcamperAfterParty #getyourglowon  
#itsAcampthing #DJworkshop powered by Pioneer #remixontheFLY. If you havent booked  
Camplified and you want too...we hit the road July 2nd thru Aug 8th... every day all summer long. (4  
dates left for Northeast/South - July 19, 25, 26 and 29. Email [aberger@primarywave.com](mailto:aberger@primarywave.com)

Christopher Colahan at 2015-04-17

One-week camps...do any of you have bedbug prevention strategies? We're considering purchasing Activeguard mattress covers, but at \$60ish per cover, we're looking at \$14K. Additionally, they're not supposed to be washed (ick!) and last 2 years (\$14K every 2 years). We're told the sniffing beagles won't work because they'll be too stressed out with he volume, plus the cost would also be around \$14K per summer for 3 dogs per Sunday for 8 Sundays.

Hollie Penuel

We bought a heat treatment system, and treat cabins quarterly (even with no signs of bugs). As others have mentioned on other posts, inspect cabins weekly so that you can catch them quickly.

Christopher Colahan

Thanks, Hollie Penuel. We put our traps as well, but those seem to work best when the cabins are empty. Once camp starts, the people are just as attractive to the bedbugs as the CO2 and pheromone traps. How does the heat work? Are your cabins insulated? How do you heat them up in the winter, assuming they're not insulated? Do you use something like this: <http://www.greentechheat.com/summer-camp-heat-treatment.html>

Skt Looney

Bedbugs die at 120 degrees. In a lot of camp cabins, this temperature would be fairly easy to reach in the summertime by simply killing the AC/fans. A portable steam cleaner would also work on the mattresses, but would be time consuming (but probably cheaper than a \$14,000 solution)

Hollie Penuel

We have the traps too, but the bedbugs don't seem to care about them. When we inspect, we look in the spaces between boards and bunks. You won't always find live bugs, just signs of them (fecal stains... Gross).

As for the heat treatment, we bought a propane powered system. And did spend a lot of money. But it was a lot cheaper than paying someone else to do it. Our thought is that bedbugs are now a reality in our industry, and we need to be able to take care of it on our time. Also, we have treated our cabins in the winter. They are all heated and insulated, so we just crank the heat up the night before preventative treatments.

Adam Bell

Buy the heat treatment system. Get trained well on it. Everything else is like putting a bandaid on a severed leg. Diatematic earth and heat are the best combo. You have to heat it correctly though or you'll only Kill some of the bugs so get a good training

Adam Bell

To your originally question, the only way to truly "prevent" would be to heat treat everyone's stuff while they come into camp. That's very impractical so you should have a frequent inspection plan and a fast response plan instead. Bedbug proof mattress covers won't do anything for you if the bugs can hide in the beds themselves (headboards, joints, etc). We bough cheap white mattress covers just to help identify fecal stains - easier to see vs dark mattress covers.

Christopher Colahan

I agree Hollie Penuel about bedbugs being part of the industry. I'm trying to be proactive. Any suggestions on how to heat cabins that have no insulation? Any guesses if a tarp would retain the heat created by a propane tank? Adam Bell, what do you do with the Diatematic earth?

Adam Bell

We use moving blankets over the windows and doors. They are easy to store and easy to hand with a staple gun. You can "open" and "close" them to help get the thermodynamics of the room correct.

Adam Bell



The diatematic earth ee puff into crevices and put a boundary around the room. It's non toxic and will dry out bedbugs if they crawl over it. The heat gets them seeking a new place to hide and they hopefully crawl over the earth on their way and for

Adam Bell

And die

Adam Bell

Christopher where are you located? I can try and put you in touch with someone close who has experience with doing it this way

Courtney Jewell Abernathy

Deb Krueger

Christopher Colahan

Thanks Adam Bell! I'm on Long Island, the North Fork

Joe Hines

I agree with Adam Bell. Inspection, DE and Heat will keep you on top. We have plastic covered mattress. We have a protocol in place on if bugs are found. We do heat all buildings 4 times a year because we are a year around camp.

Joe Hines

Also most of our kids come from area that's is #7 in the country for bed bugs.

Sarah Jacobs Resch

We did one of our lodges with the new mattress covers and I don't like them at all. They really don't deter much and I don't like that we can't sanitize them between uses. Seems ickier than the bedbugs themselves! Heat treats and our dog inspections work really well for us. Way to go on putting together a proactive plan. Not only is prevention the best policy, but when bedbugs do arrive, as we all know they do, explaining proactive measures goes a LONG way with parents and clients.

Emma Gifford

Jessica Ruch

Mc Loud

We heat treat every bag coming in. Has worked so far.

Christopher Colahan

@Mc Loud...are you a 1-week camp? How many campers per week? How do you heat treat the bags?

Marilyne Jones

Yes how do you heat treat the bags?

Pete Fasano

We heat every bag too. Campers arrive and put luggage on carts. Carts are pulled into a converted shipping container that we heat. Carts are then delivered to cabins. Success has been significant. We have averaged just one minor bedbug incident a year for the last four years. Tons of finer points with this system. This was just the brief summary. Happy to go into further detail, share pictures, etc.

Christopher Colahan

Pete Fasano, I'd be grateful to learn more. Can I call or email you? My email is cpc49@cornell.edu

Mc Loud

We have a 'Heat Room' full of shelves with industrial propane heater. We heat bags for 130 people each Mon, Wed, Fri in Spring/Fall. Once a week in Summer. 2 hours.

Pete Fasano

Absolutely. My email is pfasano@gmvymca.org and my office number is 513-867-0600 ext. 12. Happy to help anyone who is interested.

Katherine Parnell

Christopher, I just sent you a message over Facebook that might go to your other inbox. I had a question for you!

Stephen Maguire at 2015-04-23

I love Shawn Achor... he did the Keynote at Tri-state a few years back and his happiness research is unprecedented. Some really cool material to use during staff training. Happy counselors have a major positive impact on their campers and co-workers...

<http://www.cbc.ca/news/health/shawn-achor-s-6-exercises-for-happiness-1.3040937>

Laura Fuese Hall

Stephen Maguire, I messaged you about an unrelated topic but I think it went to the "other" folder. If you get a minute to look, I'd like your input. Thanks!

Stephen Maguire

Laura Fuese Hall try my email... goturnstone@gmail.com Thanks!

Harry Zweckbronner at 2015-04-23

Looking to purchase new PFD's to be used at our lake for canoeing, paddle-boating, and tubing. Anyone have a vendor they recommend and/or specific pfd they really like that is reasonably priced?

Note: We are looking for Type II or Type III vest style pfds

Paul Bryant

Port Supply - this is part of WestMarine. Also, WestMarine does grants for PFDs every year. Look into it. <https://www.portsupply.com/>

Melissa Gail Banks

Apply for a pro purchase account with NRS!

Tom Horner

Johnson Outdoors sells extrasport fleet jackets A bit more expensive but zippers last years longer than straps and buckles. Call them for camp pricing.  
[http://store.extrasport.com/products/910937/Fleet\\_Universal](http://store.extrasport.com/products/910937/Fleet_Universal)

Kevin Cartee

<http://www.nrs.com/>

Dan Lichtenstein

Ditto what Tom Horner posted. We bought a bunch of those direct through Johnson Outdoors. I'd recommend if your budget/logistics allow to have different types of vests for different uses. At a minimum I'd have those (or other) paddling vests for canoeing and paddleboarding. Have more of a universal vest or ski vest for tubing.

Tom Horner

Dan Lichtenstein we use these for sailing, stand up and kayaking and the trampoline. We have a different vest for towed boat activities. Good clarification.

Sophie Samuels at 2015-04-23

As a CampPro, what is the most beneficial professional development you have had?

Kelly Rossebo

BCDC (basic camp director's course)

Matt Buczek

I was sent on the road for 5 days during the summer by my exec to visit other camps in operation and take notes.

Sarah Jacobs Resch

Being an ACA Standards visitor. It truly is a wonderful experience to be paired with another camp professional to visit a camp. You learn about different ways to meet standards, view different ways to do just about anything on camp. It's amazing how much I learn every single time I visit a camp. I STRONGLY recommend becoming an ACA visitor volunteer.

Jack Harvey

I'd say visiting with other camp folks, whether it's at their camp, your camp or at conferences.

David Allen-Hughes

Disney institute customer service

Sarah Erickson

Visiting other camps and seeing them in action is easily the best thing I've done.

Alicia DeHart Theriault

Directors Camp with Steve McGuire, Chris Thurber, and Scott Arizala

Travis Allison

I'm with Sarah & Sarah - Standards visits are what inspired me to make a life of this job.

Joe Richards

Touring other camps. I did it in Australia. I am just finishing 4 days of tours in Arkansas. Just talking to camp people and seeing their camps are amazing. Better for me when it is not a standards visit as everyone is more relaxed.

Sovatha Oum

I went to a training for seasoned facilitators at Project Venture. It was an awesome experience even for someone with more then 30 years of experiential learning under his belt. Would do it again in a heartbeat.

Jennifer H. Selke

The ASTD conference introduced me to StrengthsFinder and Brain Based Training. There is a lot of good stuff there and a lot of hokey stuff. Discernment is the key.  
<https://www.td.org/>