

Dear Parent or Guardian,

We are delighted that your teen is considering applying to join our summer staff! This will be an amazing opportunity for them to make a difference in the lives of our campers, plus learn and grow so much themselves. For many of our Assistant Counselors, we have watched them grow up here at Hazen. It has been a pleasure to see them grow into the confident young adults they are now.

We ask parents to have an honest conversation with their child about applying for this job. It's not just about getting another year at camp. This is a position of immense responsibility. Looking after other people's children is a serious business. They need to be ready to put children's needs above their own.

This isn't a job for everyone, and we have a limited number of positions for staff that are under 18. Not everyone who applies will be offered a job. Sometimes it is because they may not be ready for this kind of responsibility, or it could simply be that we don't have a spot for them that matches their availability. If they are not offered a job, this can be an emotional time, they will need your understanding and validation. For those that are offered a position celebrate with them and offer support as the summer approaches.

Regards,

Kath Davies
Camp Director



THEY'RE APPLYING FOR A JOB...

HOW CAN YOU BE A SUPPORTIVE PARENT AS THEY APPLY?

Be a mentor not a manager. The applicant will receive all of the information they need with regards to the application process via email. Coach them, guide them, question them to find the answers—as they have to do the steps of the application process themselves.

Of course they love camp. Working at camp isn't for everyone. Loving camp, and loving to work at camp are two very different things. Have this conversation with your teen so you both have realistic expectations.

Be realistic. We are hiring staff to supervise other people's children—you've met our staff, you know we have high expectations of them. We need staff that have the capacity to not only look after themselves, but have room to spare to look after children. Is your teen ready to fulfill that role?

Listen. They may have some nerves or second thoughts about doing this work. Be a sounding board, and remind your teen of the skills they bring and the opportunity they have. If they sees obstacles, encourage them to get in touch with camp themselves and start a conversation. Communicating for themselves is a crucial skill for employees.

Be proud! Believe it or not, working at a summer camp is no easy job. You give up many of the freedoms of the outside world, and become immersed in a different universe! That your teen shows an interest in this shows a great strength of character.

DATES TO KNOW:

- **Application Deadline:** October 31st
- **Group Interviews:**
 - 5-8pm Thursday 11/16
 - 9am-12pm Saturday 11/18
 - 1:30-4:30pm Saturday 11/18
- **Online Interviews:** Mutually agreed upon date in November
- **Forms Due:** May 1st
- **AC Training Weekend:** Saturday May 18th to Sunday May 19th, 8:30am—3:30pm
- **Staff Orientation:** 2pm June 15th—9am June 22nd

AC SESSIONS:

- **First Half of Summer:**
Training + Sessions A&B
June 23th—July 19th
- **Second Half of Summer:**
Training + Session C, D & Sampler
July 21st—August 23rd
- **Split Summer:**
Training + Sessions A, D & Sampler
June 23th-July 5th, August 4th-23rd

CAMPER SESSIONS:

- Session A: June 23th—July 5th
- Session B: July 7th—19th
- Session C: July 21st—August 2nd
- Session D: August 4th—16th
- Sampler: August 18th—23rd



COMMUNICATION WITH CAMP

For years you have been the primary contact with us about your child's camp experience. Now, your child is applying for a job. It will be hard for you to give up this direct line of communication, but it is important for your teen to own the responsibility of communicating with their employer. If you need an answer, ask your child first - you may need to remind them that they probably have the information in an email. Then, encourage them to reach out to the office to ask the question.

Of course at the end of the day we are happy to give you general information about dates for trainings and such - but information pertaining directly to an employee will only be shared with their consent.

HOUSING

If your child is a counselor in our day camp program and has chosen to live on site, they will live in staff housing. If your child works in overnight camp, they will be assigned to one of our camper cabins. All our housing for both staff and campers consists of Girls+, Boys+ and All Gender Cabins. We encourage you to have a conversation with your child prior to them making their preference.

TIME OFF

As the parent of a staff member under the age of 18, we want to make sure that you are aware that your child will be given opportunities to leave camp on their days off.

Counselors and Assistant Counselors usually have three days off per two-week session. Days off are announced the 2nd Wednesday of each session for the following two weeks.

Each time off block looks slightly different:

Overnight Camp:

- Day Off #1: Starts at 10:00am and end at 11:00pm.
- Day Off #2: Starts at 6:00pm and ends at 4:00pm the following day. If they are planning on sleeping at camp, they must return by 11:00pm.
- Day Off #3 "Changeover": Check Out Friday at approximately 9:30pm to 9am on Sunday Morning for Check In Day

Day Camp

- Day #1&2: Middle Friday evening to Sunday at 11:00pm
- One evening off each week.
- Day Off #3 "Changeover": Check Out Friday at approximately 9:30pm to 9am on Sunday Morning for Check In Day

Plus, all staff will have a time off during staff orientation if they are here for those weeks.