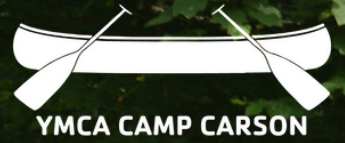




FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY



YMCA Camp Carson

Staff Experience Guide

Be accepted, challenged, and empowered.

COMMUNITY

Our Mission

YMCA CAMP CARSON IS ACCEPTING, CHALLENGING, AND EMPOWERING.

Aligned with the mission of the YMCA of Southwestern Indiana, YMCA Camp Carson strives to serve all people, especially youth, by building relationships. We do this through activities that promote a healthy spirit, mind, and body. A priority for YMCA Camp Carson is to provide a space for our community to be accepted for who they are and learn to accept others, to be challenged to try new things, and be empowered to take their experiences back to lives outside of camp to make a change in the world.



Everything that happens at YMCA Camp Carson is done with our core values of Caring, Responsibility, Respect, Honesty, and Faith in mind. AND, we do these things as a community, we have a whole lot of FUN! These values help us achieve our goals for campers and staff: Safety, Community, and Personal Growth in Body, Mind, and Spirit.

Goals & Values

STAFF LIFE



Housing

For the majority of YMCA Camp Carson staff, working at Camp also means living at Camp for the summer. Housing, as outlined in the position descriptions throughout this document, is provided at no charge to staff living at camp.



Meals & Dietary Needs

Meals are provided to all staff while they are working at camp. YMCA Camp Carson kitchen staff work hard to accommodate a wide range of dietary restrictions, such as gluten-free, vegetarian, and vegan. Peanuts are not served or cooked in any camp meals. Please let us know your restriction so that we can partner in creating menus to ensure you are fueled for the summer. Staff are able to keep personal food in the Staff Wellness Center.



Staff Wellness Center

YMCA Camp Carson offers a state-of-the-art Staff Wellness Building for all staff. It includes:

- Small gym with free weights, mats, and basic machines.
- Living area with sofas and a TV.
- Basic kitchen with refrigerator, oven/stove, microwave, coffee maker, and soda machine.
- Full laundry facility with washers and dryers for personal use at no cost.
- technology center with a computer and a printer



Time Off

During time off, staff are welcome to depart Camp and are expected to honor the Social Contract for the summer.



Princeton, IN

Princeton is Camp Carson's nearest community, a 10-15 minute drive from Camp. Princeton is a robust rural community with many restaurants, grocery stores, and a hospital.

Evansville, IN

A 40-50 minute drive from Camp, it offers many entertainment and dining options. We may provide staff outings to Evansville over the summer, and many staff go into Evansville on weekends.



PROGRAM STAFF PAY

Our Summer Staff is the heart of the YMCA Camp Carson experience.

The following roles work directly in YMCA Camp Carson programs with campers and fellow staff to deliver safe and inspiring experiences that bring acceptance, challenging moments, and a sense of empowerment to all involved.

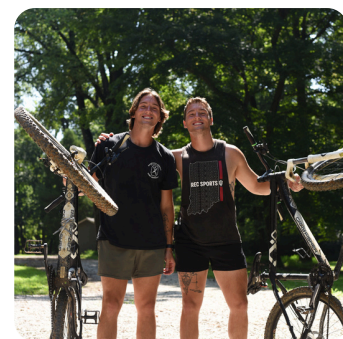
POSITIONS & BASE PAY RANGE

Cabin Counselors	\$300-400/week
Wrangler & Dirtbike Counselors	\$300-400/week
Village Coordinators	\$440/week
Teen Program Coordinators	\$440/week

CERTIFICATION BOOSTS

In addition to base pay, staff are eligible for boosts in pay for certification used in their role. Boosts do not apply if YMCA Camp Carson provides certification.

- Lifeguard \$5/week
-



OPERATIONS STAFF PAY

Our Summer Staff is the heart of the YMCA Camp Carson experience.

The following roles provide crucial support to programs: organizing programming, communicating with parents, capturing the story of camp, and SO MUCH MORE! This behind-the-scenes team makes camp run.

POSITIONS & BASE PAY RANGE

Activity Area Coordinator	\$440/week
Wrangler & Barn Coordinator	\$440/week
Photographer	\$420/week

CERTIFICATION BOOSTS

In addition to base pay, staff are eligible for boosts in pay for certification used in their role. Boosts don't apply if YMCA Camp Carson provides certification.

- Lifeguard \$5/week
-



STAFF BENEFITS

Working at an overnight summer camp provides an incredible array of benefits to staff members. It is a very real job and the American Camp Association has identified many of the benefits camp staff receive: leadership, 21st century skills, professional development, training, and more! The following are some benefits specific to YMCA Camp Carson:

PROFESSIONAL DEVELOPMENT

Every role at camp will challenge staff members to grow as professionals and leaders. Time management, interpersonal skills, communication, public speaking, innovation, project management, group leadership, conflict resolution, inclusion, work ethic, and SO MUCH MORE! Skills development at camp will benefit summer staff for the rest of their lives.

INTERNSHIP/PRACTICUM OPPORTUNITIES

Looking to earn internship or practicum credit while having the best summer ever? We've got you covered! Many of our positions can be customized to meet your college or university requirements. We'll work directly with your academic program to set goals and learning objectives, track hours, and make sure your camp experience aligns with your field of study. Whether you're pursuing education, recreation, social work, leadership, healthcare, or another major, Camp Carson offers meaningful hands-on experience that can support your academic and career goals

CERTIFICATION PAY BOOSTS

YMCA Camp Carson recruits staff with a wide range of skills and experiences. If you have a certification not shown on our pay scales, which you believe is an added value to your specific role, inform our team during the hiring process, and they will let you know if it is eligible for a boost in your summer pay.

SCHOLARSHIP OPPORTUNITIES

Staff who work the full summer are eligible for two unique college scholarship awards from generous YMCA Camp Carson Alumni donors.



STAFF BENEFITS



CAMP STORE DISCOUNTS

For the entirety of the summer, YMCA Camp Carson staff are eligible for up to 50% off Camp apparel, souvenirs, and snacks in our Canteen.

Referral Stipend

Whether or not you will be joining us at YMCA Camp Carson this summer, you can strengthen our summer staff team by referring great leaders to join us!



Anyone who refers a new YMCA Camp Carson staff member will receive a stipend of \$100 on their last paycheck. The referred staff member must complete all hiring paperwork and complete staff training in order to receive the \$100.

Individuals who were Campers at YMCA Camp Carson in the past three years are not recognized as new staff for referrals, as there are many incredible staff leaders who have inspired them to work at camp!



All-Summer Completion Stipend

Any staff member that works 9 camper weeks at YMCA Camp Carson during our summer season (June-August) will receive a stipend of \$360 on their last paycheck.



Staff Uniforms

Staff are provided t-shirts to be worn while at camp, at a minimum on first and last days. Staff who work in our Fall season often receive cool-weather gear, such as a sweatshirt. Other than YMCA Camp Carson staff gear, staff often take advantage of the staff discount at the camp store for more YMCA Camp Carson gear to wear all summer long!

CABIN COUNSELORS

YOUR IMPACT AT CAMP

YOU MAKE A DIFFERENCE! You change the lives of our campers by supporting them through life-changing experiences early in their development. Many campers you work with will be experiencing independence for the first time, and your support will put them on a path to continued personal challenges and growth.

YOUR DAY

Your primary responsibility every day is supporting your campers in body, mind, and spirit while creating a community that is accepting, challenging, and empowering. You and your co-counselors will help your campers navigate the independence that comes from being away from home by ensuring they are healthy and happy. One of the highlights for campers is feeling like a valuable member of their cabin community. You help foster positive relationships within your cabin by leading team-building activities and meaningful group discussions. Additionally, you are trained to lead an activity area each morning with an activity co-counselor and with the support of Activity Area Coordinators.

YOUR LIVING ARRANGEMENTS

You will live in a state of the art cabin with up to 12 campers and 1-2 additional other Cabin Counselors.



YOUR PAY

\$300-400/week

YOUR SUMMER DATES

May 23 - 29: Staff Training

May 31 - August 3: Summer Sessions

We will work with your schedule of availability! We do partial to full summer opportunities!

YOUR STRENGTHS

Enthusiasm, flexibility, compassion, leadership, safety, humor, inclusion.

ADDITIONAL INFORMATION

Cabin Counselors are supported by Village Coordinators who will provide coaching and resources both in one-on-one check-ins and as a part of village-wide gatherings.

WRANGLER STAFF



YOUR IMPACT AT CAMP

Horseback riding is a great way for campers to challenge themselves by trying something new and build skills during their time at camp. You make sure campers stay safe and have fun in an activity that is likely different than anything they've done at home. **YOU MAKE A DIFFERENCE!** You change the lives of our campers by supporting them through life-changing experiences early in their development. Many campers you work with will be experiencing independence for the first time, and your support will put them on a path to continued personal challenge and growth.

YOUR DAY

Wrangler staff provide horseback riding experiences, horseback lessons, and trail riding experiences to a range of campers of differing ages and skill levels. Wrangler staff also work with our Wrangler campers by helping them navigate the independence that comes from being away from home, by ensuring they are healthy and happy. One of the highlights for campers is feeling like a valuable member of their cabin community. You help foster positive relationships within your cabin by leading team-building activities and meaningful group discussions. They also work with our Wrangler and Assistant Wrangler Coordinators to care for our horses by providing daily grooming and health checks, evaluating horses to determine which jobs and campers they are best suited for, and maintaining a clean and orderly barn and pasture.

YOUR LIVING ARRANGEMENTS

You will live in an air-conditioned Yurt with up to 10 campers and one other Wrangler staff member.

YOUR PAY

\$300-400/week

YOUR SUMMER DATES

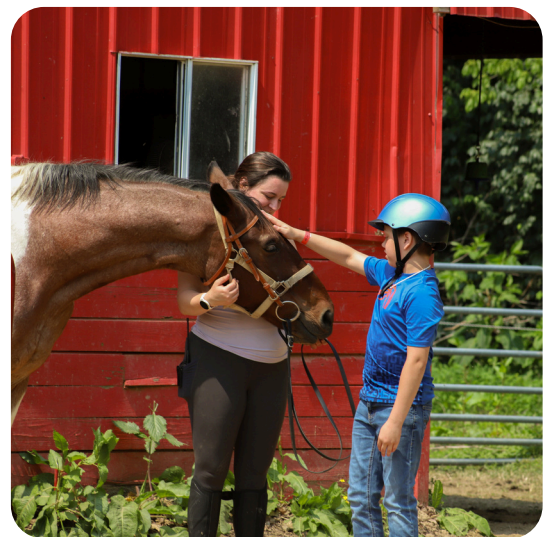
May 17 - August 3

YOUR STRENGTHS

Teamwork, animal care, decision-making, and empathy.

ADDITIONAL INFORMATION

Wrangler staff work in an environment that requires long pants and boots for the majority of the day.



YOUR IMPACT AT CAMP

Dirtbike riding is a great way for campers to challenge themselves by trying something new and build skills during their time at camp. You make sure campers stay safe and have fun in an activity that is likely different than anything they've done at home. **YOU MAKE A DIFFERENCE!** You change the lives of our campers by supporting them through life-changing experiences early in their development. Many campers you work with will be experiencing independence for the first time, and your support will put them on a path to continued personal challenges and growth.

YOUR DAY

Dirtbike staff provide dirtbike riding experiences, assist with dirtbike lessons, and provide trail riding experiences to a range of campers of differing ages and skill levels. You will work with our Dirtbike and Wrangler campers by helping them navigate independence that comes from being away from home by ensuring they are healthy and happy. One of the highlights for campers is feeling like a valuable member of their cabin community. You help foster positive relationships within your cabin by leading team-building activities and meaningful group discussions. They also work with our Senior Program and Property Directors to care for our dirtbikes by cleaning and basic mechanics, and maintaining a clean and orderly dirt bike shed.

YOUR LIVING ARRANGEMENTS

You will live in an air-conditioned Yurt with up to 10 campers and one other Dirtbike or Wrangler staff member.

YOUR PAY

\$300-400/week

YOUR SUMMER DATES

May 23 - August 3

YOUR STRENGTHS

Teamwork, dirtbike care, decision-making, and empathy.

ADDITIONAL INFORMATION

Dirtbike staff work in an environment that requires long pants, long shirts, and boots for the majority of the day.



ACTIVITY AREA COORDINATORS

YOUR IMPACT AT CAMP

The experience you provide will give campers a sense of achievement and confidence as they overcome obstacles and learn new skills they will carry with them for life.

YOUR DAY

Every day will follow a similar flow within the routine of on-site programs, but you will enhance your expertise by spending the majority of your time in a specific program area of camp. You will teach staff the skills of your specialty and challenge them to continue growing throughout their time at camp. Staff will then pass that knowledge onto the campers with that same energy and challenge. When not in your specialty area, you will be supporting the overall operation of the camp by participating in all camp programming.

YOUR LIVING ARRANGEMENTS

You will live in a cabin with other Coordinators and Service Corps Program members. You will serve as a mentor to their group while living with them.

YOUR PAY

\$440/week

YOUR SUMMER DATES

May 11 - August 3

YOUR STRENGTHS

Communication, motivation, enthusiasm, leadership, safety, inclusion.

ADDITIONAL INFORMATION

Activities are coordinated and organized in three primary areas - Water, Land, and Creative Arts. This position is easily set up to be an internship opportunity.



VILLAGE COORDINATORS

YOUR IMPACT AT CAMP

YOU are the LEADERS of our summer teams. Your hard work and creativity generates life-changing experiences for staff and campers.

YOUR DAY

You will support the staff and campers with your assigned village of 2-4 camper groups. You will conduct regular one-on-one check-ins and create meaningful community-building opportunities for the staff assigned to your village. Village Coordinators are responsible for planning and leading programs for the cabin, entire village, or all of camp, including evening programs, large group games, and engaging cabin activities. Village Coordinators work together as a part of the leadership team to be great role models and mentors for the rest of the Camp community.



YOUR LIVING ARRANGEMENTS

You will live in a cabin with up to 12 campers and 2 Cabin Counselors, but you have no direct camper care duties in the cabin.

YOUR PAY

\$440/week

YOUR SUMMER DATES

May 11 - August 3

YOUR STRENGTHS

Leadership, creativity, communication, resourcefulness, compassion, conflict management and mentorship

ADDITIONAL INFORMATION

Village Coordinators are supported by Program Coordinators and members of the full-time staff. Village Coordinators often have previous camp experience and are enthusiastic about sharing their experience and expertise with others. This position is easily set up to be an internship opportunity.



TEEN PROGRAM COORDINATORS

YOUR IMPACT AT CAMP

Teens are the future of camp, our community, and our world. You are a role model for tomorrow's leaders.

YOUR DAY

Teens can choose from three leadership-focused programs: Leader in Training (LIT), Counselor in Training (CIT), or Service Corps Program (SCP). Teen Program Coordinators create the schedule and curriculum to implement during programmatic time. Coordinators will lead team-building activities or coordinate service work. Coordinators will also support the staff and campers with your assigned teen program. The day-to-day schedule depends on whether you work with the LIT, CIT, or SCP Program.

YOUR LIVING ARRANGEMENTS

You will live in a cabin with up to 14 teen campers and 1-2 additional other Teen Program Counselor staff.

YOUR PAY

\$440/week

YOUR SUMMER DATES

May 11 - August 3

YOUR STRENGTHS

Leadership, teamwork, communication, trustworthiness, creativity, and instruction

ADDITIONAL INFORMATION

There are weekend trips that are a part of the two-week teen programs that include camping, canoeing or hiking, and being off-site. This position is easily set up to be an internship opportunity.



YOUR IMPACT AT CAMP

YOU are the LEADERS of our summer teams. Your hard work and creativity generates life-changing experiences for staff and campers. Horseback riding is a great way for campers to challenge themselves by trying something new and build skills during their time at camp. You make sure campers stay safe and have fun in an activity that is likely different from anything they've done at home.

YOUR DAY

Wrangler Coordinators provide horseback riding experiences, horseback lessons, and trail riding experiences to a range of campers of differing ages and skill levels. You will also work to care for our horses by providing daily grooming and health checks, evaluating horses to determine which jobs and campers they are best suited for, and maintaining a clean and orderly barn and pasture.

YOUR LIVING ARRANGEMENTS

The Wrangler Coordinator will live in a private one room building. The Assistant Wrangler Coordinator will live in a Yurt with up to 10 campers and one other Wrangler staff member.

YOUR PAY

\$440/week

YOUR SUMMER DATES

May 11 - August 3

YOUR STRENGTHS

Leadership, creativity, communication, mentorship, resourcefulness, conflict management, teamwork, animal care, decision-making, and empathy.



ADDITIONAL INFORMATION

Wrangler Coordinators work in an environment that requires long pants and boots for the majority of the day. This position is easily set up to be an internship opportunity.



YOUR IMPACT AT CAMP

You tell the story of camp! You will work behind the scenes to capture moments and ensure camper parents understand what their camper is up to each week. Also, to connect with alumni, prospective families, and stakeholders by sharing the continued impact of camp. The communication and support you provide is crucial to their experiences and YMCA Camp Carson's long-term reputation.

YOUR DAY

Your days will follow the overall structure of on-site programming, but no two days will look the same. Most of your work will be completed independently, with the support of the Director of Engagement and Development. You may also be asked to support other aspects of camp life if necessary. You will be capturing the story of camp, posting images on our parent photo website, social media posts, and creating end-of-the-week slideshows.



YOUR LIVING ARRANGEMENTS

You will live in a cabin with other Coordinators and Service Corps Program members.

YOUR PAY

\$420/week

YOUR SUMMER DATES

May 23 - 29: Staff Training

May 31 - August 3: Summer Sessions

YOUR STRENGTHS

Organization, creativity, initiative, flexibility, communication, and customer service.

ADDITIONAL INFORMATION

You are a part of the Camp Carson community and will have the opportunity to engage with campers and other staff. All equipment (computers, cameras, etc) is provided by YMCA Camp Carson, but you are welcome to bring additional equipment you're comfortable with. This position is easily set up to be an internship opportunity.



JOIN US FOR YOUR BEST SUMMER EVER!

YMCA Camp Carson is an environment for individuals who want to be a part of an effort that is far greater than themselves, who wish to learn from people who are different from themselves, and be challenged to grow. We seek mature individuals who demonstrate Camp's core values, work ethic, and activity-specific skills.

Living and working at YMCA Camp Carson all summer long also requires a desire to learn about people who are different from yourself, to build positive relationships with other staff, who may also be your roommates.

YMCA Camp Carson is committed to creating and maintaining an environment where everyone is accepted for who they are, challenged to try new things, and empowered to make a difference. We are accepting, willing to challenge ourselves to grow, and empowered.

For Summer 2026, we are particularly looking for staff leaders who are ready to be flexible, problem solvers, part of a team, and ready for a summer of impactful FUN.

