

We are excited that you are interested in joining our U-Turn Ranch Staff Team!

Working at camp offers so many experiences, and opportunities that you will carry into the rest of your life.

If you love the outdoors, serving others, hanging out and building friendship with kids, and sharing Jesus – this job could be a great fit for you.

### **STAFF EXPECTATIONS – For all staff**

- Staff who are eligible for paid positions must be 16 years old before December 31, 2026.
- Must be committed and hardworking.
- Majority of our staff serve in counsellor/program staff positions – this will include leading a group of campers from activity to activity with other co-leaders.
  - Activities such as Horseback Riding/Grooming/Vaulting, Canoeing, and Swimming in our pool would involve you assisting campers as they participate with oversight from an activity head ie. Lifeguard/Horsemanship Wrangler.
  - Activity Areas like Games, Archery, Fishing/Frogging and nature would involve you and another staff member giving leadership. You will be provided with resources and training to lead an activity and will always be leading with other staff members together. At times, we will schedule our counsellor/program staff in areas like the kitchen or barn to help for a week throughout the summer.
- Must be Flexible – this is not your typical 9-5 job. Staff arrive Sunday night for a brief team meeting at 9 PM and stay at camp till Friday 6 PM. at the latest. Every staff member is scheduled for one break night/week from 5:30 PM till 8:00 PM.
- Last minute appointments are difficult to accommodate with a camp job position – we ask that if you are unable to make the hours that you committed to, that a minimum 2 weeks notice be given. Please attempt to schedule appointments for weeks that you are not scheduled to work, prior to camp, or after camp is complete.
- Fridays once campers are gone, we do a quick clean up of the camp, to ensure we are ready for the following week. Typically, staff will be free to go home or leave for the weekend by 6pm Friday. If weekend accommodations are needed, please highlight this during your interview, or on your application.
- A commitment of 6 – 9 weeks during our 9 weeks of camp is required for a paid position. Camp runs July 6 thru to September 4. Please note we do August 3. LEADERSHIP STAFF (Program Director, Day camp Coordinator, Cook, Assistant Cook, Wrangler, and Lifeguards, are required to commit to 8-9 week of camp.
- Staff must commit to 3 days of volunteer mandatory training July 1st 9:00AM till July 3rd 4:00PM.
- All staff 18 and older will be required to provide a valid Vulnerable Sector Check.
- Staff are responsible for their own transportation to and from the Ranch.
- Respect of all staff members, campers, guests, and directors.
- Staff must refrain from smoking, drinking, vaping and non-prescribed drugs while at U-Turn.

- Staff are asked to not be on phones during program time unless it's for camp communication or to check a quick message. Staff are asked to refrain from using headphones during time with campers.
- U-Turn Ranch is not responsible for personal items that get lost or broken.
- Dress code is "Camp Comfy". T-shirts, sweatshirts, pants or shorts
- Provide campers with an amazing summer camp experience by
  - Participate with campers as they do various activities
  - Focus on campers and their safety at their program sessions and assist other leaders as needed
  - If campers are in the water – we'd love staff to be in the water as well
  - Stay overnight with campers in rustic covered wagons (no electricity in wagons)
  - Help prepare and facilitate program for children and youth
  - As comfortable, be willing to share your faith with stories from provided material
  - Work along with other staff to make the most amazing camp experience for U-Turn campers.
  - Assume responsibility for the physical, mental, emotional and spiritual well being of the children and youth under your care
  - Respect and care for U-Turn Ranch animals
  - Care for yourself

### **WHAT SHOULD YOU EXPECT**

- To make wonderful friends that can last a lifetime
- Enjoy the beauty of living on a farm and country lifestyle
- Learn lessons from the various campers and staff you will interact with
- Amenities will include on-site accommodations and meals from Monday breakfast thru Friday lunch. All staff are welcome to a cool drink and snack from the tuck shop each afternoon.
- Gain experience working with animals (as comfortable)
- Receive training regarding program and how to be a great staff member
- One evening off per week from 5:30-8:00pm
- One After campfire break per week, until 11pm.
- Every staff receives a summer staff t-shirt

### **STAFF PAY**

The following PAY STRUCTURE is based on staff staying overnight for the week. (Sunday pm-Friday PM)

Should a staff member prefer only day camp, hours would be 7:30 AM – 5:30 PM.

**Camp work at U-Turn comes with a portion of volunteer time. Please note paid and volunteer hours listed under each position posted below. We are able to sign off of volunteer hours.**

## **DIFFERENT POSITIONS/PAY**

### **COUNSELORS/PROGRAM STAFF, ASSISTANT KITCHEN STAFF, AND ASSISTANT BARN STAFF**

- Must commit to 6-9 weeks of camp.
- Staff will be paid for 35 hours/week (minus Meals and Tuck)
  - Staff ages 16 or 17 will receive \$16.60/ hour (\$581/week)
  - Staff over 18 will receive \$17.60/hour (\$616/week)
  - Meals and Tuck deducted will be \$60/week
  - Tax deductions will be taken off as required
- Are responsible to the Program Director
- All hours worked beyond 35 hours/week will be considered volunteer hours – We are able to sign off on 15 hours/week for high school volunteer hours.
- This pay is based on staff staying overnight. Should a staff prefer only day camp, hours would be 7:30 AM - 5:30 PM.
- Staff Training the week before camp is considered volunteer time.

### **ASSISTANT COOK**

- Must commit to 8-9 weeks of camp.
- Duties will include but not be limited to assisting and running the kitchen. Ensuring meals are prepared and served in a safe manner. Assist with overseeing kitchen staff and the cleanliness of the kitchen and dining area. Assisting with allergy and ensure the safety to campers and staff pertaining to allergies.
- Food Safe is a bonus
- The assistant cook is responsible to the head cook
- The cook will be paid for 40 hours/week (minus Meals and Tuck)
  - Pay will be \$17.80/hour (\$712/week)
  - Meals and Tuck deducted will be \$60/week
  - Tax deductions will be taken off as required.
- All hours worked beyond 40 hours/week will be considered volunteer hours – We are happy to sign off on 10 hours/week for high school volunteer hours
- This pay is based on staff staying overnight. Should a staff member prefer to go home at night, we do require them to be here each morning at 7:30 AM and to be willing to stay for evening programming when required. It is also a benefit if they were able to make the Sunday night meeting at 9 PM.
- Staff Training the week before camp is considered volunteer time.

### **ASSISTANT LIFEGUARDS**

- Must commit to 8-9 weeks of camp.
- Assistant guards' duties could include but not be limited to guarding at the pool or leading canoeing at our pond area. When not guarding, they could be scheduled to help in other areas around camp such as group leading or program. (More detailed description can be provided)
- Must have a minimum of Bronze Cross Certification.
- Are responsible to the head lifeguard

- Assistant guards will be paid for 40 hours/week (minus Meals and Tuck)
  - Pay will be \$17.80/hour (\$712/week)
  - Meals and Tuck deducted will be \$60/week
  - Tax deductions will be taken off as required.
- All hours worked beyond 40 hours/week will be considered volunteer hours – We are happy to sign off on 10 hours/week for high school volunteer hours
- This pay is based on staff staying overnight. Should a staff member prefer to go home at night, we do require them to be here each morning at 7:30 AM and to be willing to stay for evening programming when required. It is also a benefit if they were able to make the Sunday night meeting at 9 PM.
- Staff Training the week before camp is considered volunteer time.

## **COOK**

- Must commit to 8-9 weeks of camp.
- Duties will include but not be limited to overseeing and running the kitchen. Ensuring meals are prepared and served in a safe manner. Overseeing kitchen staff and the cleanliness of the kitchen and dining area. Assisting with menu planning and food ordering. (More detailed description can be provided)
- Must have Food Safe or be willing to get it
- The cook must work together with the Program Director and is responsible to the Director.
- The cook will be paid for 40 hours/week (minus Meals and Tuck)
  - Pay will be \$18.10/hour (\$724/week)
  - Meals and Tuck deducted will be \$60/week
  - Tax deductions will be taken off as required.
- All hours worked beyond 40 hours/week will be considered volunteer hours – We are happy to sign off on 10 hours/week for high school volunteer hours
- This pay is based on staff staying overnight. Should a staff member prefer to go home at night, we do require them to be here each morning at 7:30 AM and to be willing to stay for evening programming when required. It is also a benefit if they were able to make the Sunday night meeting at 9 PM.
- Staff Training the week before camp is considered volunteer time.

## **WRANGLER**

- Must commit to 8-9 weeks of camp.
- The Wrangler will ultimately be responsible for the Horsemanship and Animal area of camp and running the barn programs. This includes overseeing and running the barn, petting farm and riding arena areas. Ensuring program is delivered in a safe manner. Overseeing barn staff and animals. (More detailed description can be provided)
- Must have horse experience and knowledge
- Are responsible to the Program Director
- The Wrangler will be paid for 40 hours/week (minus Meals and Tuck)
  - Pay will be \$17.80/hour (\$712/week)
  - Meals and Tuck deducted will be \$60/week
  - Tax deductions will be taken off as required.

- All hours worked beyond 40 hours/week will be considered volunteer hours – We are happy to sign off on 10 hours/week for high school volunteer hours
- This pay is based on staff staying overnight. Should a staff member prefer to go home at night, we do require them to be here each morning at 7:30 AM and to be willing to stay for evening programming when required. It is also a benefit if they were able to make the Sunday night meeting at 9 PM.
- Staff Training the week before camp is considered volunteer time.

## **HEAD LIFEGUARD**

- Must commit to 8-9 weeks of camp.
- Must be 18 years old
- The Head Lifeguard will be responsible to oversee the pool. This includes but is not limited to program, safety, first aid and cleanliness. They will be required to work with assistant guards to ensure the pool and pond remain safe and enjoyable for all campers. (More detailed description can be provided)
- Water testing and Public Health Safety of the Pool as required (we will train you on this)
- The Head Lifeguard must work together with the Program Director and are responsible to the Director.
- The Head Lifeguard will be paid for 40 hours/week (minus Meals and Tuck)
  - Pay will be \$18.10/hour (\$724/week)
  - Meals and Tuck deducted will be \$60/week
  - Tax deductions will be taken off as required
- All hours worked beyond 40 hours/week will be considered volunteer hours – We are happy to sign off on 10 hours/week for high school volunteer hours
- This pay is based on staff staying overnight. Should a staff member prefer to go home at night, we do require them to be here each morning at 7:30 AM and to be willing to stay for evening programming when required. It is also a benefit if they were able to make the Sunday night meeting at 9 PM.
- Staff Training the week before camp is considered volunteer time.

## **DAY CAMP CO-ORDINATOR**

- Must commit to 8-9 weeks of camp.
- The Day camp Co-ordinator will work together with the Program Director to deliver program for camps. They will oversee the sign in and sign out of day camp each day and communicate with parents. Run program as required, assist with overseeing of staff and campers as needed. (More detailed description can be provided)
- The Day camp Co-ordinator must work together with the Program Director and are responsible to the Director.
- The Day Camp Co-ordinator will be paid for 40 hours/week (minus Meals and Tuck))
  - Pay will be \$18.10/hour (\$724/week)
  - Meals and Tuck deducted will be \$60/week
  - Tax deductions will be taken off as required
- All hours worked beyond 40 hours/week will be considered volunteer hours – We are happy to sign off on 10 hours/week for high school volunteer hours.

- This pay is based on staff staying overnight. Should a staff member prefer to go home at night, we do require them to be here each morning at 7:30 AM and to be willing to stay for evening programming when required. It is also a benefit if they were able to make the Sunday night meeting at 9 PM.
- Staff Training in June is volunteer time.

## **PROGRAM DIRECTOR**

- Must commit to 8-9 weeks of camp.
- The Program Director will be responsible for the day to day running of camp programs. They will be required to communicating with parents, overseeing staff, and assist with campers as required. (More detailed description can be provided)
- The Program Director is responsible to the Director.
- The Program Director will be paid for 40 hours/week (minus Meals and Tuck))
  - Pay will be \$19.50/hour (\$780/week)
  - Meals and Tuck deducted will be \$60/week
  - Tax deductions will be taken off as required
- All hours worked beyond 40 hours/week will be considered volunteer hours – We are happy to sign off on 10 hours/week for high school volunteer hours.
- This pay is based on staff staying overnight. Should a staff member prefer to go home at night, we do require them to be here each morning at 7:30 AM and to be willing to stay for evening programming when required. It is also a benefit if they were able to make the Sunday night meeting at 9 PM.
- Staff Training the week before camp is considered volunteer time.