



# EMPOWER

MORE THAN YOURSELF



**EMPLOYMENT & VOLUNTEER GUIDE**  
SUMMER 2025

# WELCOME TO YMCA Summer Programs!

Thank you for taking an interest in becoming a part of our summer staff and volunteer team at the Ann Arbor YMCA. Each summer the YMCA offers fun, engaging and rewarding camp experiences to hundreds of youth across Washtenaw County and southern Livingston County.

Like any of our programs it is the staff, interns, and volunteers that make our programs special for so many youth year after year. With the summer of 2024 now approaching, we are looking for caring, committed and enthusiastic staff and volunteers to join the YMCA summer camp team. We offer a wide array of different camps and programs.

**This brochure includes information about summer 2025 programs, summaries of various roles, and important dates. Keep reading to find the perfect fit for you.**



# THE Y IS PROUD TO SERVE...

throughout Washtenaw and southern Livingston Counties

The Y is an association made up of **people from every walk of life**, working side by side to strengthen communities. Together we strive to ensure that everyone, regardless of age, race, gender, gender expression, gender identity, income, faith, sexual orientation or cultural background has the opportunity to live life to its fullest.

We are a leading **501(c)3 non-profit** committed to connecting all people to their potential, purpose, and each other. The Y is committed to developing new generations of changemakers who will create the communities we all want to live in. We envision a future in which all people achieve health, gain confidence, make connections and feel secure at every stage of life.

## OUR MISSION

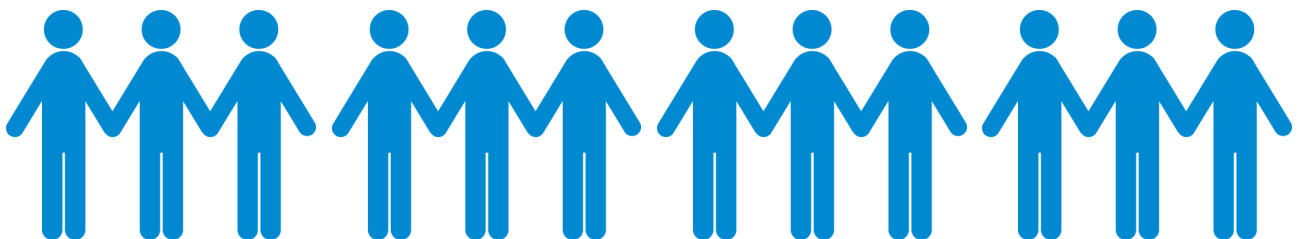
To put our core values of **caring, honesty, respect and responsibility** into action through facilities and programs that build healthy spirit, mind, and body **for all**.

## OUR AREAS OF IMPACT

- **Youth Development:** Empowering young people to reach their full potential.
- **Healthy Living:** Improving individual and community well-being.
- **Social Responsibility:** Providing support and inspiring action in our communities.

## OUR VISION

The Y is committed to partnering with young people to create stronger communities and a more equitable society for all of us. We envision a future in which all people – no matter who they are or where they come from – get the support they need, when they need it, to reach their full potential.



# A LETTER FROM THE DAY CAMP TEAM

Dear Future Day Camp Counselor,

We're so excited that you're considering joining our team this summer! Camp is a magical place where laughter is louder, friendships are deeper, and every day feels like an adventure waiting to happen. But guess what? The *real* magic comes from YOU – the amazing, energetic, and passionate people who make camp what it is!

Why should you work at camp, you ask? Well, let us tell you:

**You'll Be Part of Something Bigger.** When you work at camp, you're not just a staff member – you're a role model, a mentor, and a guide for the next generation. You'll help kids discover new talents, build confidence, and create memories that last a lifetime. Your presence will shape their experience, and you'll get to see firsthand the impact you make.

**You'll Learn & Grow, Too.** Camp is an incredible opportunity for personal growth. You'll develop leadership skills, teamwork, and communication abilities that will serve you for years to come, no matter where life takes you. Plus, you'll make memories and friendships that will last a lifetime – there's no better place to grow than at camp.

**It's a Place to Be Yourself.** At camp, there's no need to be anyone other than your *authentic* self. You'll be surrounded by a team of people who celebrate each other's quirks and talents. Everyone's encouraged to be creative, try new things, and be part of a unforgettable experience.

So, are you ready to dive in, make memories, and join our team?!

With a whole lot of camp spirit,



Senior Director of  
Youth Development



Director of  
Teen & Advocacy



Vice President of  
Youth Development

WE HOPE YOU'LL JOIN US FOR  
**SUMMER 2025!**



### Why should someone join the day camp team?

Joining the camp team is great for growth within yourself, to learn about kids and their unique personalities and to build leadership skills. It's also great to learn how to handle stressful situations and to rely on your team when help is needed and to not be afraid of making a mistake. You're also able to let your inner child loose. Most importantly the fun you'll have is unforgettable!

-Javon, Camp Birkett Counselor



**What is your favorite memory from camp?**  
Staff Olympics! The "moo-off" was definitely my favorite part! I loved working at Camp Treetown.

-Nia, Camp Treetown Inclusion Specialist

**What is the best part of camp?**  
Spending time with the campers and getting to see all of their different personalities!

-Bethaney, Camp Treetown Assistant Camp Lead



# WORKING WITH THE YMCA

## GENERAL QUALIFICATIONS FOR STAFF

### REQUIRED

- Must be at least 18 years of age\*
- Must demonstrate creativity, enthusiasm, and dedication to positive youth development
- Must be CPR and First Aid Certified prior to employment (Ann Arbor Y provides certification for all staff)
- Must submit to national background check and DHS clearance
- Must have 3 professional references and 1 personal
- Must be available to attend staff training (May 20 - June 7)\*  
**Some training sessions will be virtual.**

\*You may apply if you are under the age of 18 years old, but there are a limited number of positions available to applicants under the age of 18.

### PREFERRED

- Multilingual ability
- Willingness to obtain lifeguard certification (Ann Arbor Y will provide certification opportunities)\*
- Ability to obtain and maintain chauffeur license\*
- Experience working with youth in group setting, creating and/or implementing lesson plans
- Availability to work 11 weeks (June 10—August 23)

\*Lifeguard certifications, CATCH training, Concussion Prevention Training, and/or a chauffeur license fees are covered by the YMCA should you be hired.

## APPLICATION PROCESS

### 1 APPLICATION

Applications for summer employment, internships and volunteer positions will open November 25. Visit [www.annarborymca.org/employment](http://www.annarborymca.org/employment) to submit your application. Listed below are applications deadlines.

**Early Application Due:**  
January 5, 2025

**Apply by January 5th** and be entered into a raffle to win a Y Swag Bag and a \$100 VISA gift card!

**All Positions Application Due:**  
February 2, 2025

Unfilled positions will have a final, extended application period of **March 2, 2025 through March 16, 2025**.

For questions regarding your application and employment, contact [daycamps@annarborymca.org](mailto:daycamps@annarborymca.org).

### 2 INTERVIEWS

Accepted applicants will be contacted for a phone screen interview.

If selected to continue, a second interview will be scheduled. In-person and virtual interview options will be available.

### 3 HIRING

Follow-up will occur with each applicant within two weeks of their second interview.

Any applicant not accepted will be notified.

### 4 ON-BOARDING

Upon hiring, all staff must complete the following before they are able to start work:

- Provide 3 professional and 1 personal reference
- State and national background check
- Department of Health and Human Services Central Registry Clearance
- Child abuse and prevention training
- CPR and First Aid training

**SUMMER PROGRAM  
STAFF HIRING RANGE: \$15 - \$17**

# REFER A FRIEND!

If you know someone that would be a great fit for camp, encourage them to apply!

If you and the referred applicant are hired you both will receive a \$100 payment. The \$100 payment is per referral.



# THE Y's SUMMER PROGRAMS

## CAMP AGQ

Burt Lake in Northern Michigan



Camp AGQ, situated on beautiful Burt Lake, is home to 1,300 campers each summer. AGQ offers a traditional overnight camp experience for campers ages 8-16. Campers bunk in semi-rustic cabins with role model counselors who

facilitate a transformative camp experience focused on youth development principles.

### PROGRAM SCHEDULE

Overnight camps operate continuously while campers are on site.

### SESSIONS

June 15—August 16

### MEETING LOCATION

Camp AGQ  
9928 M-68, Burt Lake, MI 49717

For more information, please contact  
[camping@annarborymca.org](mailto:camping@annarborymca.org).

## CAMP BIRKETT

Silver Lake in Northern Washtenaw County



Camp Birkett, located on Silver Lake in Pinckney, MI, offers campers, ages 5—14 a true outdoor experience. Campers participate in traditional camp activities each week, including canoeing, swimming, arts and crafts, sports, nature exploration,

and archery. Each week-long session also has a unique theme to provide a creative spin on camp activities.

### PROGRAM SCHEDULE

Monday–Friday, 7:45 am–5:30 pm\*

\*Schedules vary based on job assignment.

### SESSIONS

2–10

### MEETING LOCATION

Camp Birkett  
9141 Dexter Townhall Road, Pinckney, MI

Transportation is provided between Ann Arbor and Camp Birkett. Depending on job assignment, staff may be expected to provide their own transportation.

## CAMP NEW HEIGHTS

Ypsilanti



Camp New Heights offers opportunities for families in East Washtenaw County to participate in a traditional full-day camp for youth ages 5 - 14. Each week-long session also has a unique theme to provide a creative spin on camp activities.

### PROGRAM SCHEDULE

Mon–Fri, 8:30 am–4:30 pm

### SESSIONS

1–10

### MEETING LOCATION

111 South Wallace  
Ypsilanti, MI 48197

## YOUTH VOLUNTEER CORPS (YVC)

Ann Arbor



The YMCA's Youth Volunteer Corp is a youth-driven volunteer program for young community activists who are interested in leading social change through challenging, rewarding and educational service learning projects. YVC is dedicated to serving the

needs of the community and promoting a lifelong ethic of volunteerism and social justice.

### PROGRAM SCHEDULE

Monday–Thursday, 9:00 am - 3:00 pm

### SESSIONS

2–9

### MEETING LOCATION

Ann Arbor YMCA  
400 W. Washington, Ann Arbor, MI, 48103



## CAMP GREENHILLS

Ann Arbor



Greenhills School serves as the home-base for Camp Greenhills. Camp Greenhills offers a variety of full-day specialty camps such as cooking, theater, and art for youth ages 5-12 years old.

### PROGRAM SCHEDULE

Mon-Fri, 8:30 am-4:30 pm

### SESSIONS

2-7

### MEETING LOCATION

Greenhills School  
850 Greenhills Drive, Ann Arbor, MI 48105

## CAMP TREETOWN

Ann Arbor



The Ann Arbor Y downtown location is home to Camp Treetown and hosts a variety of full-day and half-day camps for youth, ages 5-16. Camps range from traditional-style day camps to sports, specialty, and camps for teens.

### PROGRAM SCHEDULE

Mon-Fri, 8:30 am-4:30 pm

### SESSIONS

2-11

### MEETING LOCATION

Ann Arbor YMCA  
400 W. Washington, Ann Arbor, MI, 48103

## GOALS OF YMCA SUMMER PROGRAMS

At the Y, we inspire kids to work together, learn together and play together, creating friendships that last a lifetime. Our highly trained staff and volunteers help campers realize that the Y is a place where they can be themselves while trying new skills and making new friends.

This summer our goals are to:

- Teach youth new skills
- Help youth build confidence
- Create a space for campers to realize their unique talents and potential
- Facilitate meaningful friendships between campers



# WHAT WILL YOU GAIN BY JOINING OUR TEAM?

- Relationship Building Skills
- Effective Communication Skills
- Problem Solving Skills
- Self-confidence
- Interpersonal Skills
- Task Delegation Skills
- Leadership Skills
- The Ability to Work as a Team
- The Ability to Work Independently
- Creative Thinking Skills
- Coaching Skills
- Risk Management Skills
- Program Planning Skills
- Critical Thinking Skills



After working in camp and gaining experience and new skills, our staff have gone on to later work in the following fields!

- Education
- Sports Management
- Social Work
- Film
- Marketing
- Performing Arts
- Recreation
- Health & Wellness
- Human Resources
- Nursing

**Interested in a career in camping?**

Contact us at [daycamps@annarborymca.org](mailto:daycamps@annarborymca.org) to learn more!

# THIS COULD BE YOUR RESUME!

## Your Name

400 West Washington, Street Ann Arbor, MI | (734) 996-9622 | [daycamps@annarbormca.org](mailto:daycamps@annarbormca.org)

### EXPERIENCE

#### Camp Counselor (June 2025—August 2025)

- Facilitated camp activities for a group of [insert #] children
- Assisted with planning activities ranging from arts to sports to interactive games for youth ages [insert ages]
- Identified and appropriately responded to behavioral issues
- Maintained a positive and professional demeanor when interacting with children, parents, and other staff members
- Developed strong oral communication skills with the ability to clearly explain instructions and expectations
- Assisted in maintaining accurate program records including incident reports, logbook documentation, and daily attendance

#### Camp Specialist (June 2025—August 2025)

- Planned [insert specialty] activities ranging from arts to sports to interactive games for youth ages [insert ages]
- Demonstrated [insert specialty] techniques to groups of [insert #] participants
- Assisted youth with developing skills in [insert specialty]

#### Camp Lead (June 2025—August 2025)

- Managed team of [insert team size]
- Regularly monitored work of counselors and specialists
- Planned, prepared, organized and led engaging and age appropriate weekly activities for campers
- Served as a mentor, provided feedback and guidance to Day Camp Counselors and also provided recommendations and concerns to Camp Leadership regarding counselors' performances
- Managed camp-specific budget and ordered necessary supplies and materials for camp

### PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

- Certifications: First Aid & CPR
- Trainings: Child Abuse Prevention, Youth Affirmations, Character Development, The Y's Way to Service and Engagement, Introduction to Youth Development, Beyond Behaviors, Effective Communication, Mental Health, Well-being and Self Care

Want to learn more about how a position in our camps will boost your resume?

Contact us at [daycamps@annarbormca.org](mailto:daycamps@annarbormca.org)!

# INTERESTED IN VOLUNTEERING?

The Ann Arbor Y is dedicated to exercising commitment to social responsibility through offering meaningful volunteer opportunities. All volunteer opportunities have potential to meet internship requirements.



## READERS

Campers spend 30-minutes engaged in quiet reading. Star as a guest reader and assist with reading and helping children to build confidence and attain reading goals.

## SECOND LANGUAGE GUIDE

Assist campers and families with limited English proficiency at day camp. Potentially translate day camp materials, assist with registration and day camp operations.

## PHOTOGRAPHER

Campers and families are looking for a way to document their summer adventures. If you are a photographer looking to gain experience and build your portfolio, this is a great way to do so. Help us capture the magic of camp.

For detailed information and more volunteer opportunities, visit our volunteer page on our website at [www.annarborymca.org](http://www.annarborymca.org) or contact us at [daycamps@annarborymca.org](mailto:daycamps@annarborymca.org).

# INTERNSHIPS AT THE Y!

**Are you looking for an internship opportunity? Did you know you can complete your internship with the Ann Arbor Y?**

If you're looking fulfill an internship requirement and would like to do so at the Ann Arbor Y this upcoming summer please, complete the following form and a member of the Day Camp Leadership Team will review the requirements and will contact you with next steps: [Internship Request Form](#)

If we are able to accommodate your internship requirements, you will need to submit an application online by visiting [www.annarborymca.org/employment](http://www.annarborymca.org/employment). Once your application has been reviewed you will be contacted regarding next steps.

For any questions regarding summer internships at the Y, please email [daycamps@annarborymca.org](mailto:daycamps@annarborymca.org).

# BECOME A LIFEGUARD!

We are looking for reliable, detail-oriented individuals eager to create a safe and fun environment for members and program participants of all ages. You must be at least 15 years of age and hold current certifications (or be able to obtain certifications). Additionally, you must be able to pass a lifeguard water test prior to employment and maintain certification-level physical and mental readiness at all times.

As a lifeguard you are responsible for the following:

- Serve as a role model to members and Y staff
- Adhere to and enforce aquatic rules and procedures consistently and fairly
- Wear a rescue pack and rescue tube at all times while on duty
- Promote the safety of all participants by following aquatics best practices
- Maintain constant surveillance of water and pool deck areas
- Maintain all certifications

The below are the mandatory requirements to complete and successfully pass the lifeguard training.

- Complete a swim-tread-swim sequence without stopping to rest:
- Jump into the water and totally submerge, resurface then swim 150 yards using the front crawl, breaststroke or a combination of both. (Swimming on the back or side is not permitted. Swim goggles are allowed)
- Maintain position at the surface of the water for 2 minutes by treading water using only the legs
- Swim 50 yards using the front crawl, breaststroke or a combination of both
- Complete a timed event within 1 minute, 40 seconds:
  - Starting in the water, swim 20 yards. (The face may be in or out of the water. Swim goggles are not allowed).
  - Surface dive (feet-first or head-first) to a depth of 7 ? 10 feet to retrieve a 10-pound object.
  - Return to the surface and swim 20 yards on the back to return to the starting point, holding the object at the surface with both hands and keeping the face out at or near the surface
  - Exit the water without using a ladder or steps.

Certifications you will receive in this course:  
- American Red Cross Lifeguarding, First Aid, CPR  
Certifications you will receive in this course:

For any questions regarding lifeguard positions, please contact the Senior Director of Sports and Recreation, Chris Deary at [cdeary@annarborymca.org](mailto:cdeary@annarborymca.org).

**NO EXPERIENCE?  
NO PROBLEM!**

**If you are hired, we'll cover  
the cost of the training—a  
\$250 value!**

**Did you know that  
if you're lifeguard  
certified you  
qualify for a boost  
in pay?**



# CAMP TREETOWN & CAMP GREENHILLS

## MULTI-PROGRAM POSITION

### INCLUSION SPECIALIST • FULL-TIME

- Provide one-on-one and small group support to campers with differing levels of needs and abilities
- Promote the emotional, physical, and cognitive development of all campers
- Support camp staff in modifying/adapting programming to create an inclusive environment
- Background in youth development, psychology, social work, education or a related field is required

## TRADITIONAL CAMP POSITIONS

### CAMP COORDINATOR • FULL-TIME

- Provide assistance with staff scheduling, ordering supplies, communicating with parents, organizing field trips, and check in/out procedures
- Administrative experience is also desired from applicants
- Support day camp staff with supervision of youth in programs
- Work flexibly between multiple camp programs

### CAMP LEAD • FULL-TIME

- Plan and lead the daily schedule of activities, including: arts and crafts, large and small group activities, themed activities, field trips, guest speakers and all-camp activities
- Supervise participants and serve as point of contact for staff
  - KidsQuest—Camp Greenhills
  - Kidventure—Camp Treetown

### CAMP COUNSELOR • FULL-TIME OR PART-TIME

- Supervise and engage with program participants with the help of other staff
- Assist with facilitating activities and participating in all activities, including: swimming, arts and crafts, themed activities, field trips and all-camp activities
- Support the Camp Lead with planning small and large group activities
- Flexibility and willingness to move between camps is required
  - KidsQuest—Camp Greenhills
  - Kidventure—Camp Treetown

**REFER A FRIEND AND  
RECEIVE \$100!**

FOR MORE DETAILS SEE PAGE 7.

## SPECIALTY CAMP POSITIONS

### SPECIALTY CAMP LEAD • FULL-TIME

- Plan, create, and implement camp curriculum specific to the specialty camp
- Supervise and promote the well-being of campers
- Strong background in program planning and organization skills as well as the ability to problem solve and communicate effectively
  - Art Explorers—Camp Greenhills
  - Theater—Camp Greenhills
  - Top Chef—Camp Greenhills

### SPECIALTY CAMP COUNSELOR • PART-TIME

- Assist specialists in a variety of camps offered throughout the summer
- Responsible for the supervision of campers
- Take lead on team-building activities and energizing games
- Ability to manage behavior, problem solve and communicate effectively
  - Art Explorers—Camp Greenhills
  - Theater—Camp Greenhills
  - Top Chef—Camp Greenhills



# CAMP TREETOWN & CAMP GREENHILLS

## SPORTS CAMP POSITIONS

### SPORTS CAMP LEAD • FULL-TIME

- Create and implement program plans relating to the specific sports camp you are assigned to
- Supervise and engage with campers
- Experience in playing sports/coaching a variety of sports is desired
  - Basketball—Camp Treetown
  - Gymnastics—Camp Treetown
  - Esports—Camp Greenhills
  - Extreme Sports—Camp Treetown
  - Team Sports—Camp Treetown

### SPORTS CAMP COUNSELOR • FULL- OR PART-TIME

- Assist with facilitating activities within the camp
- Supervise and engage with campers
- Help to lead fun, engaging and energetic activities under the direction of the camp lead
- Responsible for maintaining proper supervision, promoting the safety and well-being of program participants
- Experience in a variety of sports is desired
  - Basketball—Camp Treetown
  - Gymnastics—Camp Treetown
  - Esports—Camp Greenhills
  - Extreme Sports—Camp Treetown
  - Team Sports—Camp Treetown



## TEEN DAY CAMP POSITIONS

### TEEN CAMP LEAD • LEVEL 2 • FULL-TIME

- Work in collaboration with the Teen Program Coordinator to directly deliver summer teen camp program curriculum
- Responsible for maintaining proper supervision, ensuring the safety and well-being of program participants
- Play a critical role in making each day great and enjoyable for all participants
- Support the Camp Director with planning small and large group activities

### TEEN CAMP COUNSELOR • LEVEL 2 • FULL-TIME

- Work in collaboration with the Teen Camp Lead to directly deliver summer teen camp program curriculum
- Responsible for maintaining proper supervision, ensuring the safety and well-being of program participants
- Play a critical role in making each day great and enjoyable for all participants

## Y ON THE FLY!

Trained coaches offer games, activities and healthy snacks to children between the ages of 5-13 in neighborhoods, parks, houses of worship, schools, and beyond.

Interested in working as a Site Lead or Program specialist? Go to [www.annarborymca.org/employment](http://www.annarborymca.org/employment) to apply today!

# CAMP BIRKETT

## CAMP COORDINATOR • FULL-TIME

- Plan program activities, all-camp events, overnights and the Leader-In-Training program
- Ensure that weekly camp themes and programming objectives are delivered, and that specialist program areas provide activities that are safe, fun and age-appropriate
- Assist in the management of the overall camp operation at the discretion of the Camp Birkett Director
- **Required: Chauffeur License**
- **Preferred: Lifeguard Certification**

## HEAD OF WATERFRONT • FULL-TIME

- Responsible for upkeep of the waterfront facilities, enforcement of policies and procedures, and supervision of lifeguards
- Responsible for waterfront programming and meeting all licensing requirements as they pertain to the waterfront
- Supervise waterfront activities, including: swim, swim lessons, canoeing and shoreline exploration
- Aquatic background including knowledge in lifeguarding and staff training is required
- Current lifeguard certification, and willingness to convert to YMCA standards if necessary, is required
- Knowledge of, and experience with, lakefront programming is desired
- **Required: Lifeguard Certification**

## INCLUSION SPECIALIST • FULL-TIME

- Provide one-on-one and small group support to campers with differing levels of needs and abilities
- Promote the emotional, physical, and cognitive development of all campers
- Support camp staff in modifying/adapting programming to create an inclusive environment
- Background in youth development, psychology, social work, education or a related field is required

## TEEN LEADERSHIP PROGRAM SPECIALIST • FULL-TIME

- Responsible for the planning and implementation of the Leader-in-Training program
- Work with Counselors-in-Training, including direction of staff on mentoring and coaching teens at camp
- Assist with planning and delivery of overnight programming, requiring overnight stays at camp once a week
- Should be well versed in camp programs, including being lifeguard certified, helping serve as a substitute for leading camp programs when needed
- **Required: Chauffeur License, Lifeguard Certification**

## ARCHERY SPECIALIST • FULL-TIME

- Assisting and lead campers in archery programs and activities
- Instruct campers on all aspects of archery, from safety to marksmanship
- Plan and implement age and ability appropriate archery lessons
- Should have experience in archery, or be willing to undergo training in archery
- Assist Group Counselors in supervising and engaging with campers
- **Required: Archery Instruction Course. This certification requires online coursework and a 4 hour in-person portion**

## ARTS AND CRAFTS SPECIALIST • FULL-TIME

- Oversees the development and delivery of daily Arts and Crafts programming
- Responsible for weekly thematic programming in the Arts and Crafts program
- Assist Group Counselors in supervising and engaging with campers
- Should have experience in creative arts and can plan activities for a variety of ages
- Assist Group Counselors in supervising and engaging with campers

## BOATING SPECIALIST • FULL-TIME

- Conduct activities, including: canoeing, sailing, and other waterfront programs
- Plan and deliver boating activities that are safe, fun, and age-appropriate
- Serve as the primary lifeguard responsible for the safety of participants while boating
- Assist Group Counselors in supervising and engaging with campers
- Should have experience in both sailing and canoeing and requires a lifeguarding certification
- **Required: Lifeguard Certification, Canoeing Certification; We: we provide a 4-day paid training to achieve certification**
- **Preferred: Sailing Certification**

## DRAMA SPECIALIST • FULL-TIME

- Create and facilitate activities based around theater, improv and dramatic play
- Interest in the aforementioned activities
- Experience in theater is desired
- Assist Group Counselors in supervising and engaging with campers

## OUTDOOR EDUCATION SPECIALIST • FULL-TIME

- Create and facilitate activities based around nature and environmental education
- Interest in nature and environmental education
- Experience in outdoor education is desired
- Assist Group Counselors in supervising and engaging with campers

## SPORTS SPECIALIST • FULL-TIME

- Plan and implement daily programs of team sports and integrate healthy living aspects into the sports program
- Experience in athletics or physical education is desired
- Applicants should be knowledgeable in Healthy Eating and Physical Activity (HEPA) standards
- Assist Group Counselors in supervising and engaging with campers

## GROUP COUNSELOR • FULL-TIME

- Lead 10-20 campers through their daily routine and activities
- Supervise, interact with, and engage the campers
- Assist the specialty staff in facilitating program activities
- Background in working with youth desired
- **Preferred: Lifeguard Certification**



# CAMP NEW HEIGHTS

## CAMP COORDINATOR • FULL-TIME

- Responsible for the oversight and supervision of one of the Ann Arbor YMCA Ypsilanti Day Camp sites under the supervision of the Assistant Youth Programs and Day Camp Director
- Assist with supervision of counselors and campers
- Serve as a point of contact for parents and site hosts
- Guide Group Leads and/or Specialists with program planning as well as plan weekly All-Camp-Activities
- Assist with the delivery of the Leader-In-Training program
- **Preferred: Lifeguard Certification**

## INCLUSION SPECIALIST • FULL-TIME

- Provide one-on-one and small group support to campers with differing levels of needs and abilities
- Promote the emotional, physical, and cognitive development of all campers
- Support camp staff in modifying/adapting programming to create an inclusive environment
- Background in youth development, psychology, social work, education or a related field is required

## PROGRAM SPECIALIST • FULL-TIME

- Responsible for planning and facilitating age-appropriate specialty activities such as science experiments, arts & crafts projects, nutrition activities, outdoor education, and some academic activities.
- Experience in program planning is desired
- Assist Group Counselors in supervising and engaging with campers
- **Required: Concussion Prevention (Provided by the Y)**
- **Preferred: Lifeguard Certification, CATCH Training**

## TEEN LEADERSHIP SPECIALIST • FULL-TIME

- Responsible for the planning and implementation of the Leader-in-Training program
- Work with Counselors-in-Training, including direction of staff on mentoring and coaching teens at camp
- Assist with planning and delivery of overnight programming, requiring overnight stays at camp once a week
- Should be well versed in camp programs, including being lifeguard certified, helping serve as a substitute for leading camp programs when needed
- **Required: Chauffeur License, Lifeguard Certification**

## GROUP LEAD • FULL-TIME

- Responsible for an age-based group of campers and the group counselors within their camp group
- Promote camper safety and well-being
- Assist with planning and implementing program-specific activities such as arts and crafts, small and large group games, themed activities, and all-camp activities
- **Preferred: Lifeguard Certification**

## GROUP COUNSELOR • FULL-TIME OR PART-TIME

- Responsible for the delivery of camp directly to the campers in their group, based on age
- Supervise and promote safety of campers
- Assist Group Leads in program and activity delivery
- **Preferred: Lifeguard Certification**



## DID YOU KNOW?

In 2024, the Ann Arbor YMCA served over 2,000 youth across our 5 camp sites.

# YOUTH VOLUNTEER CORPS

## YOUTH VOLUNTEER CORPS POSITIONS

### YOUTH VOLUNTEER CORPS (YVC) LEAD • FULL-TIME

- Responsible for the overall safety of all participants, supervising YVC Team Leaders
- Coordinate activities that meet program components and goals
- Work directly with Teen and Volunteer Director to develop Youth Volunteer Corps summer program curriculum in accordance with YMCA core principles and YVC HQ guidelines
- Responsible for communication and coordination with parents, participants, and partnering agencies on project details, registration and program schedule
- Must possess effective communication skills, ability to maintain inclusive environment for all, encourage social and community engagement, promote a life-long commitment to service amongst youth and empowerment of YVC Team Leaders and program participants
- **Preferred: Lifeguard Certification**

### YOUTH VOLUNTEER CORPS (YVC) GROUP LEAD • FULL-TIME OR PART-TIME

- Provide a safe and engaging environment for YVC participants
- Promote youth stewardship and empowerment through the art of volunteering
- Work directly with YVC Program Director and Teen & Volunteer Director to deliver YVC Expanding Horizons Program curriculum through facilitation of service-learning projects for program participants
- Assist in the coordination and implementation of weekly workshops
- **Preferred: Lifeguard Certification**



Youth Volunteer Corps (YVC) began in 1987 as a summer service program for Kansas City youth.

Today, YVC is a network of affiliated organizations across the U.S. and

Canada running that same program by engaging youth ages 11-18 in team-based, structured, diverse, flexible service-learning opportunities.

### Our Mission

We engage youth in team-based service experiences that build life and work skills while inspiring a lifetime ethic of service.

### Our Vision

Communities defined by compassion, selflessness, and respect for others.

**To learn more about YVC visit [www.yvc.org](http://www.yvc.org).**



# APPLY TO JOIN OUR COUNSELOR-IN-TRAINING (CIT) PROGRAM!

## Are you ready to make the transition from camper to volunteer counselor?

The Counselor-in-Training (CIT) program offers individuals valuable opportunities to interact with children, lead activities and participate in camp programs. CITs fulfill many different roles throughout the course of the summer while learning the skills required to become a counselor. CITs must have a sincere desire to work with children, a wish to give back to the camp community, a strong work ethic, lots of energy and creativity, a positive attitude and the ability to put children's needs ahead of their own. The objective of the CIT program is to better prepare the participants for future work with children, in or out of the camp setting. This is done through hands-on experience, guidance from staff members and pre-camp training.

## WHAT TO EXPECT

CITs should expect to be engaged and present with campers at all times. This is a transition time. Participants are no longer campers and must be willing to be a role model, placing camper needs above their own. During the day, CITs will learn how to run various camp activities and teach new skills to campers. They will assist counselors in implementing camp activities and programs throughout the day. CITs receive tangible work skills as well as valuable leadership experience as they learn and adapt to their new role at the YMCA.

If accepted into the CIT program, all CITs must attend training and complete any pre-work. CITs will select 2 weeks (minimum) to assist Day Camp Staff in a variety of different ways. All Staff will be familiar with the roles and tasks expected from CITs. During your time as a CIT you will be asked to perform a variety of tasks designed to expose you to the daily responsibilities of a camp counselor. As a volunteer you are agreeing to be taken through these activities and are expected to participate. Primary responsibilities include serving as a positive youth development role model through active engagement in activities, assisting camp staff with needs such as supervision, facilitation of activities, behavior management, and more.

## ELIGIBILITY

- Must be entering grades 10, 11 or 12 in fall 2025
- Must complete and submit an application by April 7, 2025
- Must be able to provide 2–3 references
- Must be able to complete pre-work and training prior to session start date

## APPLICATION PROCESS

- The CIT application will go live Thursday, January 12, 2025
- All applications are due by **Monday, April 7, 2025**. Visit [www.annarborymca.org/employment](http://www.annarborymca.org/employment) to apply to be a CIT.
- Applications will be reviewed April 8-22, 2025 and accepted applicants will be contacted for interviews.
- Interviews will take place April 27 at 1:00 pm. If you are not available for the interview time slot, please email Shanti Jones, the Director of Teen & Advocacy [sjones@annarborymca.org](mailto:sjones@annarborymca.org) and we will arrange another time for an interview.

## TRAINING

Training will consist of workshops, completion of CPR and First Aid certifications, observation of a variety of camp programs, and daily group reflections.

Training dates are to be determined and will be based on overall availability of accepted applicants.



This could be  
**YOU!**

# TOO LONG? DIDN'T READ?



Visit [www.annarborymca.org/employment](http://www.annarborymca.org/employment) to submit your application today!

**Early Application Due:**  
January 5, 2025

*Apply by January 5th and be entered into a raffle to win a Y Swag Bag and a \$100 VISA gift card!*

**All Positions Application Due:**  
February 2, 2025

If positions have not been filled by March 2, 2025 the application deadline will be extended to March 16, 2025.

## Interested in interning at the Y?

Submit your internship requirements to [daycamps@annarborymca.org](mailto:daycamps@annarborymca.org) and a member of the Day Camp Leadership Team will contact you.

## Want to be a CIT this summer?

Submit your application today by visiting [www.annarborymca.org/employment](http://www.annarborymca.org/employment) to submit an application to join our Counselor-in-Training program!

# HAVE QUESTIONS? CONTACT US!

**Kyla Hartwell**  
Senior Director of Youth Development  
khartwell@annarborymca.org  
(734) 661-8012

**Shanti Jones**  
Director of Teen & Advocacy  
sjones@annarborymca.org  
(734) 661-8031

**Kyandé Sanders**  
Vice President of Youth Development  
ksanders@annarborymca.org  
(734) 661-8005

*For general inquiries, please  
contact us at  
daycamps@annarborymca.org.*

## CAMP SESSION DATES

### Staff Training: May 20—June 5

- Session 1: June 9-13
- Session 2: June 16-18, 20\*
- Session 3: June 23-27
- Session 4: June 30 - July 3\*
- Session 5: July 7-11
- Session 6: July 14-18
- Session 7: July 21-25
- Session 8: July 28- August 1
- Session 9: August 4-8
- Session 10: August 11-15
- Session 11: August 18-22

\*There is no camp Thursday, June 19th and Friday, July 4th.



**APPLY NOW!**

For more information visit [www.annarborymca.org/employment](http://www.annarborymca.org/employment).

**ANN ARBOR YMCA**

400 West Washington Street

Ann Arbor, MI 48103

**P** (734) 996-9622

**F** (734) 661-8060

[www.annarborymca.org](http://www.annarborymca.org)