



# CAMP KINTAIL

LAKE HURON  
EST 1929

## *Welcome!*

We are very excited about your interest in joining us at Camp Kintail for an unforgettable summer experience. Kintail is a great employment opportunity for people who genuinely enjoy working with children and youth. You will get the chance to work with (but not limited to) campers, students, teachers, parents, volunteers, alumni, wedding guests, rental/retreat guests, and church members from all over. You will be a key member to Kintail's development and be able to lend your unique and individual skills to enhance the Kintail programs and facilities. It has been a privilege and a blessing to have new and returning staff join our team. We are thrilled you are considering joining us this summer!

Camp Kintail is an equitable employer. We are working to remove barriers to employment for people who are underrepresented in the workplace, particularly in the outdoor industry- Black people, Indigenous people, people of colour, people with disabilities, LGBTQI2S people, and newcomers to Canada. We recognize the inherent value and dignity of each person who works at Camp Kintail, and our goal is to ensure that all people have open access to employment opportunities here.



## *Who Are We?*

Camp Kintail is owned and operated by the presbyterian church of Canada. We join together in community learn and teach in creation. Our Mission: **Camp Kintail joyfully responds to God's call by providing Christian hospitality and programming forming a community where people play, live, and grow in God's creation.** Having a personal life of faith and teaching about God is helpful at camp, but is not expected of each staff member as we recognize that everyone comes from different backgrounds. Staff are still expected to participate in chapel, singing, and staff bible study with respect, an open mind, and an understanding that everyone has different opinions. Furthermore, all staff are expected to lead camper bible studies (from provided materials and lesson plans) throughout the summer. Training for these sessions will be provided by Camp Kintail and will be paid time. We will provide lots of resources to help you teach your campers about daily bible stories and lessons.



## ***Staff Expectations***

- Devoted, hardworking Candidates.
  - Flexibility – this is not a typical 9-5 job. You may have days where you're off early and some that require later programming
  - Respect for all other staff members, campers, and guests.
  - Providing campers with an unforgettable summer experience by;
    - Participating alongside your campers in activities such as arts & crafts
    - Always focusing on the camper and their safety at their program sessions and assist the session leader as needed
    - If a camper is in the water, you should be in the water as well.
    - Staying overnight in cabin with campers
    - Helping prepare and facilitate programming for children and youth
    - Leading 45 minute bible study sessions from provided materials
    - Working alongside your co-counsellor and other Kintail staff to provide a memorable experience for campers
    - Being responsible for the physical, mental, emotional and spiritual wellbeing of the children and youth in your care
    - Taking care of yourself and your needs.
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## ***What You Should Expect***

- To make lifelong friends from all over the world!
  - To enjoy the beautiful outdoors located on Lake Huron's shores
  - To learn from your campers and peers
  - Amenities which include (but is not limited to) free unlimited WiFi site wide, on-site accommodations, and laundry facilities.
  - To gain experience working in the outdoor industry
  - Receive paid training for:
    - Site specific adventure sessions such as belay training for High Challenge Course, Archery, Slide & Slingshot, etc.
    - How to be an exemplary staff member inside and outside of the workplace
    - Camper and guest care
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## 2024 FAQs

### How do counselling and programming positions work?

We cannot wait to have you on our team! For those returning- positions will operate similar to our 2024 season. For new staff, you'll learn that Counsellors will both counsel and lead programming.

When you apply, we invite you to share your interests and skills to help us determine which sessions you will enjoy leading. We will provide training and session materials to go along with your creative counselling skills! As a program coordinator, you may also be required to counsel given the circumstances of the week. **The majority of staff at Camp Kintail will be counsellor-programmers.** Don't worry - you and your co-counsellors will be provided with resources and training for each program area.

### What will I be doing when I am not counselling or programming?

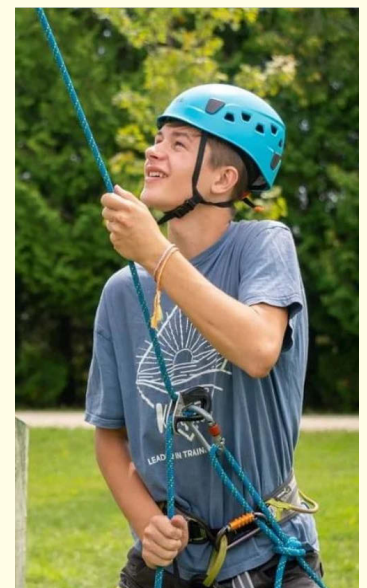
Some roles outside of counselling and programming include Maintenance (With guidance), assisting in the kitchen, and assisting at High challenge (High ropes/Rockwall). Nonetheless, you'll learn some great new skills and may even discover a new interest!

### I noticed camp ends on Friday, what does this mean for staff?

Staff can head out on Friday evening after the site is finished being cleaned and all campers have gone home. Alternatively, staff can stay on site and work an optional small shift to help with the weekend group - whether it be a group rental or wedding.

### I have more questions and concerns, who should I reach out to?

If you have additional questions or concerns, you can contact our Summer camp director, Julia "Lune" McIsaac at [julia@campkintail.ca](mailto:julia@campkintail.ca), who is more than happy to connect with you!





*Campers and Counsellors . . .  
. . . Creating memories that last a lifetime*

