

Staff FAQs and Expectations

For over ninety years, Camp Kintail has served thousands of children, youth, campers and guests of all ages. Staff work with campers, students, teachers, parents, volunteers, alumni, wedding guests, rental/retreat guests, and church members from around the world. Kintail staff support the development of the camping community and lend their unique and individual skills to enhance the program and facilities. It is a privilege and a blessing to welcome new and returning staff and we are excited 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, 2SLGBTQIA+ 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 We Are

Camp Kintail is owned and operated by The Presbyterian Church in Canada. We joyfully respond to God's call by providing Christian hospitality and programming in a community where people play, live, and grow in God's creation. We recognize everyone comes from different backgrounds, and while having a personal life of faith is not required, staff are expected to respectfully participate in chapel and staff Bible study with an open mind. Staff are expected to lead camper Bible study throughout the summer using provided curriculum. Staff are responsible for leading daily camper Bible study sessions throughout the summer, using the provided curriculum and resources. Training for these sessions is included during staff training.



Staff Expectations

Thank you for your interest in working at Camp Kintail. We are interested in, and excited to hire individuals who are:

- Devoted and hardworking
- Flexible. This is not a typical 9-5 job. Some days are short, while others require evening programming.
- Respectful of other staff, campers, and guests
- Enthusiastic about providing campers with a summer experience that includes:
    - Participating alongside campers in activities such as arts and crafts
    - Focusing on camper safety at program sessions and assist session leaders as needed
    - Swimming in the lake with campers
    - Staying overnight in cabin with campers
    - Helping prepare and facilitate programming
    - Leading 45 minute Bible study sessions with provided curriculum
    - Working alongside co-counsellors and other Kintail staff to provide memorable experiences
    - Being responsible for the physical, mental, emotional and spiritual well-being of campers
    - Taking care of yourself and your needs

What You Should Expect

A summer at Camp Kintail offers memories and experiences that will last a lifetime. You can also expect:

- To make lifelong friends from around the world
- To have time to enjoy the outdoors and the shores of Lake Huron
- To learn from campers, colleagues and guests
- Amenities including, but not limited to, free unlimited WiFi, accommodations, laundry facilities as well as provided meals during workdays.
- To gain experience working with children and youth in an an outdoor industry
- To receive paid training for:
    - Site-specific programming (e.g. belay training for high challenge, archery, slide and slingshot)
    - How to be an exemplary staff member
    - Camper and guest care

CAMP KINTAIL

Creating community for all

Common FAQs

Where will I live while at camp while I'm a counsellor?
If you are a counsellor, you will spend your week living in a cabin with your cohort of campers. Cabins are insulated and have electricty; plug-in heaters and fans are also available. They include two change rooms, a front deck with ramp access, and sleep 8-12 in single/single bunk beds with vinyl covered mattresses. Counsellors move to a new cabin each week so you may wish to consider packing your belongings in something that is easily transportable.

What will I be doing when I am not counselling or programming?
Some roles outside of counselling and programming include hospitality, cleaning, maintenance (e.g., maintaining trails, lawn care), kitchen support, dishwashing, and belaying at high challenge. Cleaning is our first priority to ensure the site is ready to welcome all campers and visitors. Secondary jobs may include maintenance and other tasks. Training is provided in all areas, and you'll have the opportunity to learn skills and may even discover a new interest.

I noticed camp ends on Friday most weeks, what does this mean for staff?
Once campers have gone home and the site is ready for the weekend (e.g. cabins and buildings are clean), staff can leave site Friday afternoon and return Sunday for the staff meeting after lunch to begin the week. Staff can also stay on site and work supporting weekend rental groups. Weekend rentals could include weddings, Girl Guide groups, private retreats, or Kintail-hosted events.

I have more questions and concerns, who should I reach out to?
Christina Walach, Summer Camp Director is a great starting point. She can be reached at christina@campkintail.ca.



