



Camp Mak-A-Dream
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Frequently Asked Questions About Core Staff Positions

What Core Staff positions are available, what is the time commitment and what do they pay?

Core staff commitment is from mid June until mid August with a few days off in between each session. Please contact our office for specific dates and compensation details.

(1) Residential Director Compensation: Stipend plus room and board:

*Residential Director trains, works with and supervises cabin leaders, volunteer cabin staff, children and young adults, as well as, maintains summer staff files. Lives in health center with Foundation and Medical Staff.

(1) Program Director Compensation: Stipend plus room and board:

*Program Director trains, works with, supervises program staff, oversees and manages summer program, including daily activities. Lives in health center with Foundation and Medical Staff.

(4) Residential / Cabin Leaders: (2 male, 2 female) Compensation: Stipend plus room and board

* **Cabin leaders** work with and supervise volunteer cabin staff, as well as the children and young adult participants.

* Live in the cabins with campers

(6) Program Specialists Compensation: Stipend plus room and board:

- **Program specialists (5)** lead and maintain specific program activity areas and collaborate on full campus events. Positions may include: art, pool/fishing, music/theatre, ropes course, nature and sports & rec. You must be able to plan and lead activities in one of these positions. (Some require certification/all require hands on practical experience).
- **The Office Manager (1)** performs general office duties including answering phones, camper check-in and camp store maintenance and will assist program staff in the facilitation of activities after office duties are completed.
- **Kitchen Assistant (1)** Performs general kitchen duties including meal preparation, dish washing, dining room set-up and volunteer coordination. Will also assist program staff in facilitation of activities, after kitchen duties are completed.

Applications for the upcoming season are accepted starting February 1st and interviews will be conducted on a first come, first serve basis beginning in March. Positions are filled as interviews are conducted and applications are accepted until all positions are filled, so we encourage applying early.

What are you looking for in core staff applicants?

One of the main reasons Camp Mak-A-Dream is a magical place is because of the people who come to be part of our seasonal staff. We look for enthusiastic, safety-conscious, caring individuals whose first priority is the well-being of the campers. We also look for a willingness to work together as a team, while aiming to fulfill our mission. A background working with children, teens and/or young adults, as well as experience at other camps is helpful but not required. Special skills in areas such as music, art, outdoor recreation, storytelling, and group activities are also beneficial at camp. All prospective staff members participate in an extensive application and interview process to ensure the safety and care of our participants.

Do I need to have any kind of medical background?

No. Unless you are hired as volunteer medical staff (a doctor or nurse), previous experience and knowledge of cancer and the effects of treatments is not required. All staff members take part in a discussion of medical issues and concerns during the training session. During the presentation, the Medical Director covers what you need to know and answers any questions you may have. Cabin leaders, counselors and concierges also meet with the medical team to discuss each camper in their cabin prior to camper arrival. The medical staff is at camp full time to handle each and every medical issue that arises, we just ask that you alert the medical staff to anything of concern.

How ill are the participants who come to Camp?

Most of the participants who come to Camp are currently in the midst of treatment for their illness, or are up to a few years out of treatment. The kids, teens and young adults *in* treatment are usually the sickest. Some of the immediate effects of treatment are nausea, lack of energy and appetite, loss of body hair, sun-sensitivity, and feeling of malaise. For any child or young adult with cancer, however, there are often physical and emotional reminders of their illness that stay with them well into adulthood. Depending on the type of cancer and treatment administered, participants may be amputees or have other physical disabilities. They may also have vision or hearing loss as well as impaired memory, speech or balance. Emotional effects vary from

depression and grief to guilt. Most often, however, survivors of childhood cancers share a feeling of loss from not experiencing a “normal” childhood. Many of these young people are viewed as being different by their peers and are treated as “special” by their families, friends, and doctors, often making it difficult to relate to others in their own age group. Campers at siblings camp are cancer free and are in attendance because a brother, sister or parent has cancer.

Who makes up the staff of Camp Mak-A-Dream and how does it all work? Along with the Gold Creek facility, Camp Mak-A-Dream has a main office located in Missoula, Montana. In addition to a Board of Directors, eight full-time employees work year-round at camp or in the office, fundraising, planning programs, managing rental groups and recruiting campers and staff for the summer. During the summer, in addition to the supervisory team of the camp director, recruitment coordinator, food service manager, facilities manager and program & residential directors, approximately 10 paid core staff members are hired. Core staff is committed to working full-time each camp session from mid-June through mid-August. Core staff consists of Residential (4 cabin leaders), Program (5 Specialists including: ropes course/climbing wall, art, sports & recreation, and waterfront), Office Manager and Kitchen Assistant. A very talented and qualified group, these individuals go through rigorous training before Camp begins. Core staff is an excellent resource, as they provide guidance, leadership and support for volunteer staff. The entire Camp Mak-A-Dream staff follows an *Open Door Policy*, where asking questions is welcomed and voicing concerns is encouraged.

Is transportation to Camp provided? You will need to provide your own way to Missoula, Montana. United, Delta, Northwest, and Alaska airlines fly into Missoula. We suggest booking a ticket as soon as you are confirmed as travel to Montana can be expensive. Once you arrive, Camp is completely cost free.

What are the facilities like at Camp Mak-A-Dream? Camp Mak-A-Dream is located at Gold Creek Lodge, 65 miles east of Missoula, Montana at the foot of the Flint Mountains. Although the Lodge is nestled in the hills amongst incredible Montana scenery it is not a rustic camp. We have beautiful modern cabins, an art studio, health center and main lodge, in addition to sports fields, a swimming pool, hot tub, ropes course and climbing wall.

Where do staff / volunteers sleep? Residential staff (cabin leaders, counselors and concierges) stays with participants in one of four cabins (2 Male/2 Female). Each cabin has a common area equipped with a fireplace, kitchenette, phone/intercom system, and two handicap-accessible bathrooms with showers. Program, dream team, medical staff and volunteers reside in dormitory-style rooms in the staff cabin or health center.

What do we eat? Everyone at Camp eats together in the main lodge for each meal. Large round tables create an atmosphere of community. Food is abundant and nutritious and is served in either family style servings or buffet style. A variety of snacks is also available in the cabins. For staff and participants who require vegetarian or other dietary alternatives, we ask you to let us know and will do our best to accommodate any special needs.

What is the camper to staff ratio? In order to ensure the safety and well-being of all our participants, the camper to staff ratio is generally at least **2:1** at kids camp, **4:1** at teen camp, and **4:1** at siblings camp.

Do I get any time off? We believe time off is necessary in order for staff members to feel clear-headed, energetic and their ultimate best when with the campers. We, therefore, do our best to schedule individual time off every day for our staff. We encourage everyone to take this time to read, rest, exercise or do whatever else they may need in order to feel their best.

What is a typical day like at camp? We generally start the day together at breakfast around 9:00 am. Often times an early morning activity, such as archery, fishing or hiking, will be scheduled before breakfast. After breakfast, morning activities at kids, teen and siblings camp might include visiting the art studio, ropes course, or soccer field. In addition to recreational activities, YAC participants attend workshops and discussions focusing on issues of interest. After lunch, a mixture of outdoor (pool, sports, nature) and indoor (art, theatre) activities is offered. Each evening, we plan a special event, designed to foster community and friendship. These may include a dance, carnival night or a cookie cook-off. During kids', teen and siblings camps, campers follow a schedule of activities that the cabin leader and counselors have reviewed. Generally campers visit each program activity together as a cabin, but occasionally they have the opportunity for “free choice” to connect with campers from other cabins. The pace and energy at YAC is far less structured. During YAC, participants receive a program of events for each day; however, they can choose which workshops and recreational activities they would like to attend.

How do I apply? Staff applications can be downloaded from our website: www.campdream.org, or please call or email us at the office: (406) 549-5987 / camp@montana.com to have one sent to you. After reviewing your application, we will call you for a 30-45 minute phone interview. We begin interviewing for all summer positions in February and will continue the process until all positions have been filled. We encourage you to submit your application as soon as possible as many positions fill very quickly!