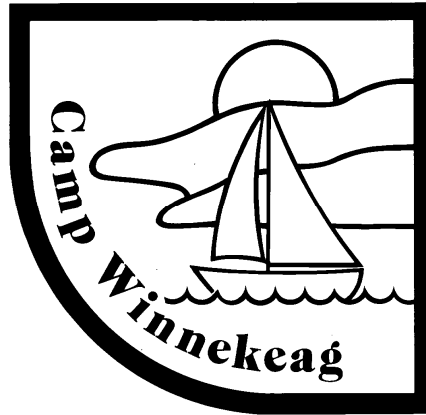


Camp Winnekeag



"The Camp that Cares"

Summer Camp Staff Application

Due February 19

1. Read the description(s) of staff positions.
2. Complete and mail application to: Camp Winnekeag; PO Box 1169; South Lancaster, MA 01561 or FAX to (978) 365-3838.
3. Give the three (3) recommendation forms to individuals that are not related to you. Give one to a teacher or dean, one to a work supervisor and one to a pastor, elder or other adult unrelated to you. Ask them to mail the completed form to the address above or fax to (978) 365-3838.
4. Complete the Five-Year Employment History form and fax or mail to our office. Names, addresses, phone numbers required.
5. Complete the three (3) Background Check forms (**print clearly!**) and mail them to our office.
6. Once you have sent in your paperwork, you should call (978) 365-4551 x620 to set up an interview appointment. **When you come for your interview, please bring a government-issued photo ID.**
7. Provide proof of any certifications you may have. (Copy documents and send them to us.)
8. Have a physical exam done. Be sure the doctor completes the exam portion of the medical form provided by us. You must complete the health history part of the form. Be sure you (and your parents if you are under 18) sign Section 3 on medical form.
9. It is **your responsibility** to see that all required forms are received by our office on time. We need all required forms in our office by Friday, February 19, 2010.

These job descriptions are listed here to assist you in determining the position for which you wish you qualify based on requirements, experience and training. Each description includes the specific **qualifications (Q)** and **responsibilities (R)** of the position.

ALL STAFF POSITIONS

- Q.**
1. A Seventh-day Adventist Christian.
 2. Minimum age requirement, 18 years. (Very limited positions available for 16 & 17 year-olds.)
 3. Good health and vitality.
 4. Ability to relate to children.
 5. Ability to fulfill responsibility.
 6. Ability to share the gospel.
 7. Ability to work with a group, and to take direction/ advice.
- R.**
1. Understand, accept, and follow the philosophy, operational goals, and specific objectives of the camp.
 2. Participate in all staff appointments, including morning worship, campfires, and camp councils.
 3. Develop skills and attitudes to do the best possible job.
 4. Assist other staff in ways to develop a spirit of cooperation.
 5. Communicate with peers and supervisors on any point or question of concern.
 6. Participate in all Sabbath programming.
 7. Inventory all equipment in your department at the beginning and end of camping season.
 8. Actively follow all safety procedures and meet ACA standards in your area of responsibility.

ARCHERY/SPORTS INSTRUCTORS

- Q.**
1. Must possess skills and experience in the sport.
 2. Must possess ability to teach.
- R.**
1. Must have certification where required.
 2. Must be patient with others.
 3. Must know and practice safety rules for the sport.
 4. Must maintain area and equipment.
 5. Be sure archery area is marked clearly for safety.
 6. Follow safety procedures and directives given by nature/outdoor/sports education director.

ASSISTANT CAMP DIRECTOR

- Q.**
1. Be at least 25 years of age.
 2. Previous camp experience.
 3. Knowledge of overall camp program.
 4. Ability to teach classes.
 5. Show loyalty to camp director.
- R.**
1. Direct the camp during the absence of the camp director.
 2. Assist in the training of camp staff.
 3. Serve as counselor and advisor to staff in their areas and future development.
 4. Coordinate days off for general staff.
 5. Direct such camp activities as mutually agreed upon with the camp director.

BOAT DRIVER

- Q.**
1. Be at least 21 years of age.
 2. Demonstrate safe boat driving skills.
 3. Previous experience operating power boats.
 4. Must possess boating safety certification.
 5. Must have acute awareness of safety while on the water.
 6. Hold a current American Red Cross Lifeguard/CPR/FPR certificate or equivalent.
- R.**
1. Initiate and practice strict safety programs.
 2. Insure that all safety equipment is in ski boat.
 3. Insure that all ski equipment is stored and kept in good condition.
 4. In stormy weather insure that ski boat is safely ashore.
 5. Have an emergency plan in place and ready to implement at a moments notice when necessary.
 6. Follow directives of waterfront director.

BOYS & GIRLS DIRECTORS

- Q.**
1. Be at least 21 years of age.
 2. Responsible leader who works well with organizing large groups.
 3. Previous summer camp counseling experience.
- R.**
1. Give direction and support to counselors.
 2. Work with counselors to meet needs of children under their care.
 3. Assign campers to cabins at registration.
 4. Curfew duty one to two times weekly.
 5. Coordinate evening recreation activities.
 6. Assist with any disciplinary issue which may arise.
 8. Develop system of cabin clean-up, involving all assigned campers.

7. Co-direct all line calls, flag ceremonies and mail call.
8. Conduct daily cabin inspection.
9. Collect decision cards from counselors and give to campfire program director.
10. Serve on the administrative council.
11. Check all cabins before curfew.
12. Work closely with the camp director in providing for campers needs in keeping with the philosophy of camp.
13. Follow directives of camp director or assistant camp director.

STORE MANAGER

- Q.**
1. Ability to keep financial records of all transactions.
 2. Ability to appraise camp director of budget confines.
- R.**
1. Keep track of all receipts of expenditures.
 2. Inform camp director of all budgetary transactions, being sure to stay within the budget.
 3. Operate and manage the camp store, including the purchase of store items.
 4. Open the camp store during designated hours.
 5. Balance the register at the end of each day.
 6. Keep the store stocked and clean at all times.
 7. Follow directives of camp director.

CAMPFIRE PROGRAM DIRECTOR

- Q.**
1. Previous camp experience.
 2. Organizational ability
 3. Creative.
- R.**
1. Coordinate nightly campfire programs.
 2. Organize and direct Friday evening program.
 3. Work with camp director in organizing Sabbath activities.
 4. Plan the banquet for teen camp.
 5. Coordinate camp council skits.
 6. Plan surprises for meal times.
 7. Direct media production for Saturday night in conjunction with the photographer.
 8. Organize talent program.
 9. Follow directives given by camp director.

CANOEING/SMALLCRAFT INSTRUCTOR

- Q.**
1. Knowledge of canoeing and small boating skills.
 2. Ability to patiently communicate and demonstrate skills.
 3. Hold a current American Red Cross Lifeguard Certificate or equivalent.
- R.**
1. Teach basic canoeing/boating skills following the AY Honor curriculum.
 2. Insure that all boaters wear PFD's, including the instructor.
 3. Inspect condition of PFD's and insure that all are in good repair.
 4. Inform camp director if more help is needed.
 5. Follow directives given by waterfront director.

CHRISTIAN DRAMA INSTRUCTOR

- Q.**
1. Basic knowledge of drama/music skills and techniques.
 2. Ability to communicate the gospel through Christian drama/music.
- R.**
1. Teach Christian drama class/lead in singing.
 2. Select dramas/skits/songs/music for class/campfires.
 3. Lead class in Christian drama/music presentation during Sabbath programming.
 4. Follow directives given by campfire program director, assistant camp director or camp director.

COUNSELOR

- Q.**
1. Be at least 18 years of age.
 2. Must love kids and be able to maintain good discipline.
- R.**
1. Welcome campers upon arrival. Assign campers a bunk and introduce to other campers.
 2. Assist campers in the morning: getting up, preparing for the day, etc.
 3. Be in cabin **at all times** when campers are there and enforce cabin discipline.
 4. Be prompt with group at all camp activities.
 5. Help campers write to parents and friends.
 6. Help campers select free time activities.
 7. Assist instructors during class time.
 9. Promote a good time for all campers.
 10. Search for opportunities to help campers grow spiritually

and socially. Make opportunities to personally counsel with each camper.

11. Become familiar with and obey all camp rules and regulations: questions or disagreements should be discussed only with camper director **in private**.
12. Report symptoms of ill health or injuries to nurse immediately.
13. Consult with camp director regarding camper needs.
14. Lead daily cabin devotions, morning and evening.
15. Supervise Sunday morning cabin clean-up: check lost and found with campers and empty clothesline.
16. Make a report of spiritual progress of campers for home church follow-up.
17. Follow directives given by boys' or girls' director.

CRAFTS/CERAMICS INSTRUCTOR

- Q.
1. Experience or training in crafts and/or art.
 2. Ability to communicate skills to campers.
 3. Patience for individualized attention.
- R.
1. Formulate a craft program in harmony with the camp's objectives.
 2. Secure craft building when not in use. Keep all crafts secure and safe.
 3. Maintain and clean building and equipment.
 4. Submit craft order to camp director.
 5. Inventory craft equipment and supplies at beginning and end of camping season.
 6. Follow directives given by camp director or assistant camp director.

FOOD SERVICE DIRECTOR'S ASSISTANT

- Q.
1. Be at least 21 years of age.
 2. Previous experience in food preparation.
 3. Knowledge and ability to prepare well-balanced meals for youth.
 4. Willingness to make adjustments and follow decisions of camp director and food service director.
 5. Ability to work well with campers and kitchen staff.
 6. Supervisory ability.
 7. Ability to assist in making menus and ordering/receiving orders.
- R.
1. Work with the food service director in planning weekly menus.
 2. Assist food service director in managing kitchen.
 2. Supervise preparation and serving of meals.
 3. Prepare kitchen staff work schedules in absence of director.
 4. Maintain a clean and safe kitchen, stockroom, and equipment.
 5. Promote a cheerful and pleasant atmosphere in kitchen and dining hall at all times.
 6. Maintain a Christian atmosphere in kitchen and dining hall at all times.
 7. Maintain proper records as required by the health department and ACA.
 8. Meet the necessary standards to maintain ACA accreditation.
 9. Sabbath meal preparation done on Friday.
 10. Follow directives given by food service director.

HORSEMANSHIP DIRECTOR

- Q.
1. Be at least 21 years of age.
 2. Hold current CHA or EMW certification & MA license.
 3. Previous experience working at summer camp.
 4. Previous experience in riding and horse care.
 5. Knowledge of horses, including potential ailments.
 6. Ability to communicate and demonstrate proper horsemanship.
- R.
1. Be able to give instruction to students and to staff assigned to assist.
 2. Assume that no one can ride a horse until they have demonstrated otherwise.
 3. Maintain vigilant supervision while campers are mounted.
 4. Implement all safety precautions.
 5. Follow directives given by camp manager/outdoor education director.
 6. Must be able to care for the herd and maintain equipment and care for the stable.
5. Keep office clean by vacuuming & emptying trash daily.
 6. Type up camper's schedules and staff schedules and make copies as necessary.

HORSEMANSHIP ASSISTANT

- Q.
1. Must have knowledge of horses, proper care & riding.
 2. Previous experience with horses.
- R.
1. Assist horsemanship director in caring for horses, cleaning stables, cleaning riding arena, etc.
 2. Assist horsemanship director in class instruction, being sure to follow all safety precautions.
 3. Follow directives given by horsemanship director.

KITCHEN ASSISTANT

- Q.
1. Dependable.
 2. Previous kitchen experience.
- R.
1. Assist food service director in meal preparation and in serving the meal.
 2. Keep assigned work area clean and orderly.
 3. Maintain a cheerful and positive attitude.
 4. Follow directives given by food service director or assistant food service director.

MAINTENANCE AND GROUNDS ASSISTANT

- Q.
1. Previous experience in repairing things.
 2. Ability to work independent of others.
 3. Good driving record.
 4. Mechanical ability.
- R.
1. Assist in camp vehicle maintenance and cleaning.
 2. Perform general maintenance duties.
 3. Help in keeping the grounds mowed, flower beds weeded, bushes trimmed and attractive, etc.
 4. Follow directives of maintenance director.

MOUNTAIN BIKING/BMX INSTRUCTOR

- Q.
1. Knowledge of mountain bikes and the sport of mountain biking.
 2. Mechanical knowledge of bike repair.
 3. Good physical endurance.
- R.
1. Ability to lead a bicycle day trip.
 2. Plan bicycle trips.
 3. Keep trails clear for biking.
 4. Maintain and repair all the bikes on a regular basis.
 5. Coordinate use of bikes during free time.
 6. Follow directives of outdoor education director.

MUSIC LEADER

- Q.
1. Previous experience in song leading.
 2. Ability to select music in keeping with the camps standards, goals and objectives for worship.
 3. Ability to work with a team.
- R.
1. Lead songs for all programming such as campfires.
 2. Care for all music equipment, such as keyboard, guitars and sheet music.
 3. Maintain a Christian influence and attitude at all times.
 4. Follow directives given by campfire program director, camp director or assistant camp director.

NATURE/OUTDOOR EDUCATION INSTRUCTOR

- Q.
1. Be at least 18 years of age.
 2. Knowledge of nature and outdoor education.
 3. Ability to communicate subject and skills.
- R.
1. Develop and teach meaningful nature/outdoor classes.
 2. Lead out in nature experiences at campfires and Sabbath activities.
 3. Plan a hiking trip complete with overnight camp out.
 4. Teach and demonstrate outdoor living skills keeping safety first and foremost.
 5. Follow directives given by outdoor director.

OFFICE SECRETARY

- Q.
1. Ability to communicate clearly, answer phones, and greet people.
 2. Ability to do multi-tasking in a busy office.
 3. Ability to follow instructions.
 4. Possess a cheerful attitude.
 5. Have prior office experience.
- R.
1. Know proper office etiquette for telephone answering, writing letters, greeting customers.
 2. Initiate emergency codes when necessary.
 3. Sort and distribute the mail, e-mails and any telephone messages each day.
 4. Launder and neatly store lost and found items.
7. Register all guests; provide them with meal arrangements, guest tag, etc. Notify the food service director of any guests.

8. Assist the conference youth secretary as needed.
9. Follow directives given by camp director.

DIGITAL PHOTOGRAPHY INSTRUCTOR

- Q.
1. Know the basics of digital photography/videography.
 2. Know camera & computer usage and care.
 3. Know how to use the computer to store and access digital photos/videos.
- R.
1. Teach the AY honor on photography/videography.
 2. Take weekly group photos of campers.
 3. Make sure campers who ordered photos receive one.
 4. Prepare Saturday night video/DVD presentation.
 5. Take photos/video footage to be used for next year's brochure and promotional video.
 6. Follow directives given by camp director.

ROCK CLIMBING/ROPES COURSE INSTRUCTOR

- Q.
1. Be at least 18 years of age.
 2. Have knowledge, experience, and training in the sport of rock climbing and ropes/challenge courses.
 3. Be familiar with belaying and teaching techniques including all safety procedures.
 4. Hold a current First Aid and CPR certification.
 5. Know how to care for the equipment.
- R.
1. Have climbing/ropes course or Top Rope Site Managers certification.
 2. Direct a safe program in this high risk activity.
 3. Insure that all equipment is in good condition and safe for use.
 4. Coordinate and plan rock climbing trip.
 5. Always set proper example of safety by following the protocol involved in rock climbing/ropes courses and by wearing the required safety equipment including harness & helmet.
 6. Follow directives given by outdoor education director.

SAILING INSTRUCTOR

- Q.
1. Have general knowledge of sailing and sailboats.
 2. Ability to communicate and demonstrate skills.
 3. Hold a current American Red Cross Lifeguard and CPRFPR certificate or equivalent.
 4. Must possess a current sailing certification.
- R.
1. Initiate a strict water safety program.
 2. Instruct students to sail in a safe manner.
 3. Operate equipment in manner that demonstrates, even to those unfamiliar with sailboats, that safety is emphasized.
 4. Keep a written record of each camper's progress.
 5. Take proper care of all sailing equipment.
 6. Follow directives given by waterfront director.

SWIMMING INSTRUCTOR/LIFEGUARD

- Q.
1. Hold a current American Red Cross Lifeguard and CPRFPR certificate or equivalent.
 2. Ability to communicate and demonstrate skill and subject.
- R.
1. Teach swimming classes for various levels.
 2. Lifeguard as assigned by waterfront director.
 3. Provide lifeguard for water-related outposts.
 4. Follow directives given by waterfront director.

STAFF MANAGER

- Q.
1. Be a mature, responsible adult at least 21 years old.
 2. Must be able to work well and effectively with people.
 3. Must possess good problem-solving skills.
 4. Must work closely with camp director to manage staff.
 5. Possess good communication skills.
- R.
1. Schedule staff days off & staff workshops.
 2. Encourage staff to maintain a good quality program.
 3. Communicate with staff regularly any schedule or expectation changes.
 4. Serve as a staff representative when necessary.
 5. Communicate staff needs to camp director.

TRANSPORTATION DRIVER

- Q.
1. Be at least 25 years of age.
 2. Be a mature, responsible adult.
 3. Hold a valid driver's license.
 4. Must have impeccable driving record.
- R.
1. Coordinate all the transportation needs of the camp.
- Follow the ACA maintenance requirements and daily logs for all vehicles.
- Make sure that all vehicles are cleaned on a weekly basis.
- Keep all transportation records of campers that are transported.
- Insure that medical release forms are kept in each vehicle for all staff and campers.
- Follow directives given by camp manager, maintenance director of camp director.

WATERFRONT DIRECTOR

- Q.
1. Be at least 21 years of age.
 2. Be a responsible, mature person with capabilities of leadership.
 3. Previous camp experience.
 4. Previous experience in aquatic activities.
 5. Hold a current Water Safety Instructor certificate or equivalent and CPRFPR certification.
- R.
1. Meet basic ACA standards for specific programs.
 2. Direct special activities at waterfront.
 3. Assign equipment to each waterfront activity.
 4. Keep camp director informed of any needs for new equipment or repairs.
 5. Keep all waterfront equipment in good, safe working condition.
 6. Be responsible for the neat and clean appearance of the waterfront area after each use.
 7. Prepare progress reports of all campers in swimming or skiing classes.
 8. Assign lifesaving duties as needed.
 9. Assign all waterfront staff duties.
 10. Inventory waterfront equipment at beginning and end of camping season.
 11. Make sure that you have the emergency plan ready to implement in case of emergency.
 12. Follow directives given by camp director.

WATERSKIING/WAKEBOARD/WAKESKATE INSTRUCTOR

- Q.
1. Hold a current American Red Cross Lifeguard and CPRFPR certificate or equivalent.
 2. Have waterskiing/wakeboarding/wakeskating skills and experience.
 3. Ability to patiently communicate and demonstrate skills.
- R.
1. Supervise all skiing and wakeboarding instruction activities.
 2. Have the emergency plan ready to implement in case of emergency.
 3. Follow directives given by waterfront director.

HIRING PROCESS

- Applicant submits completed **Application form**.
- Applicant submits **Work History form**.
- Applicant distributes **3 Recommendation forms**.
- Applicant is **Interviewed**.
- Further **Recommendations** (references) may be sought by director.
- Once a hiring decision is made, the applicant will be notified **IF** applicant is being offered a summer staff position.
- **Background Check Results** obtained.
- **Staff Agreement (Contract)** and other required documents such as **Health Record/Medical Exam form, I-9** (for new, paid staff) and **W-4 forms** (for paid staff) should be completed, signed & submitted.
- All Staff, Volunteers, & IT's must report to camp for Staff Training Week. **ADCO Staff reports one week earlier than other staff.**
- Upon arrival at camp all Staff, Volunteers, and IT's will receive a Staff Manual and Staff Uniform Shirt.

Camp Winnekeag

"The Camp That Cares"



Camp Winnekeag Staff Application 2010

Mail completed forms to: Camp Winnekeag; PO Box 1169; South Lancaster, MA 01561

Name _____

DOB _____ Age _____ Gender M F

Home Address _____
(Number & Street or PO Box)

Social Security # _____ - _____ - _____

(City, State, Zip)

Are you a US Citizen? Yes No

Have you ever been arrested and/or convicted of a crime involving drugs, sex, or violence?

Home Phone _____

Yes No If yes, please explain: _____

Cell Phone _____

Email _____

Facebook/MySpace Account _____

Please list your three (3) references. These individuals must not be related to you.

Single Married

1. Name _____

Current Job _____

Position _____

Supervisor Name _____

Phone _____

Supervisor Phone _____

Address _____

Are you a Seventh-day Adventist? Y N

If so, how long have you been an SDA? _____

2. Name _____

Church _____

Position _____

Pastor _____

Phone _____

Your address at school _____

Address _____

(Number & Street or PO Box)

3. Name _____

(City, State, Zip)

Position _____

School Phone _____

Phone _____

Major _____ Minor _____

Address _____

Next year's plans:

Present Health:

School _____

Excellent Good Fair Poor

Grade _____

Is there anything that could hinder your work performance at camp (including health issues)?

If you are under 18 years of age, your parent or legal guardian must sign.

Yes No If yes, please explain: _____

I hereby give permission for my child to work and reside at Camp Winnekeag for summer 2010. I give my child permission to travel as necessary with other staff members for programs/events as required by the director.

Shirt Size: Mens S M L XL 2X

Signed _____

Women's S M L XL 2X

Position: Please write your first three choices in order of preference including qualifications and experience that would make you suitable for each position you desire.

Previous Position _____ Which Camp? _____

Desired Position	Qualifications/Experience
1. _____	_____
2. _____	_____
3. _____	_____

Are you willing and able to commit a full eight (8) weeks to summer camp? Yes No

If no, please explain: _____

Do you have any obligations which will interfere with an eight-week commitment? Yes No

If yes, explain and write date(s): _____

Skills: Please circle one number for each activity.

- 1 = Interest (no skill or experience)
- 2 = Knowledge (basic skill, some experience)
- 3 = Skill (high skill, experience &/or ability to teach)

Activities:

Archery 1 2 3
 Biking:
 BMX 1 2 3
 Mountain Bikes 1 2 3

Sports:

Baseball 1 2 3
 Basketball 1 2 3
 Frisbee-Golf 1 2 3
 Soccer 1 2 3
 Volleyball 1 2 3

Arts:

Ceramics 1 2 3
 Crafts 1 2 3
 Drama 1 2 3
 Digital Photog 1 2 3

Basic Services:

Food Service 1 2 3
 Housekeeping 1 2 3
Maintenance:
 Auto Mechanics 1 2 3
 Carpentry 1 2 3
 Electrical 1 2 3
 Grounds Care 1 2 3
 Plumbing 1 2 3
 Small Engines 1 2 3
 Office Secretary 1 2 3

Counselor: 1 2 3

Horses:

Horse Care 1 2 3
 Horsemanship 1 2 3
 Trail Riding 1 2 3

Nature:

Animals 1 2 3
 Birds 1 2 3

Nature, continued:

Flowers 1 2 3
 Rocks 1 2 3
 Stars 1 2 3
 Trees 1 2 3
 Weather 1 2 3

Outdoor Adventure:

Backpacking 1 2 3
 Camping 1 2 3
 Hiking 1 2 3
 Orienteering 1 2 3
 Outdoor Cooking 1 2 3
 Rock Climbing 1 2 3
 Wilderness Survival 1 2 3

Programming:

AV Operation 1 2 3
 Costume Making 1 2 3
 Devotional Talks 1 2 3
 Drama 1 2 3
 Group Games 1 2 3
 Lead Singing 1 2 3
 Play Guitar 1 2 3
 Play Piano 1 2 3
 Public Speaking 1 2 3
 Sets/Decoration 1 2 3
 Special Music 1 2 3
 Storytelling 1 2 3

Waterfront:

Boats:
 Canoeing 1 2 3
 Kayaking 1 2 3
 Power Boating 1 2 3
 Sailing 1 2 3
 Lifeguarding 1 2 3
 Swimming 1 2 3
 Wakeboarding 1 2 3
 Waterskiing 1 2 3

Licenses & Certifications:

Please complete the section below indicating all current licenses and certifications you possess.

Drivers License Yes No

Regular Commercial (CDL)

License # _____

State _____ Expires _____

Equestrian Certifications

CHA Certification Exp _____

EMW Level _____

Expires _____

MA Equestrian License

Expires _____

Food Service Certifications

Food Safe Course Exp _____

General Safety Certifications

CPR Expires _____

First Aid Expires _____

WFA Expires _____

Rock Climbing Certifications

MA Climb Safety Cert Exp _____

AMGA Top Rope Site Mgr _____

Waterfront Certifications

LGI Expires _____

WSI Expires _____

Lifeguard Expires _____

CPRFPR Expires _____

First Aid Expires _____

Small Craft Safety Exp _____

USCG Certification Exp _____

Sailing Counselor Exp _____

Sailing Instructor Exp _____

Boat Driver License Exp _____

Years Driving Experience _____

Sharing Your Thoughts:

Please respond to each of the following questions by explaining as fully as possible.

1. Complete this statement:
“I want to work at Camp Winnekeag because...”

2. Describe your present relationship with Jesus.

3. How and why did you become a Christian?

4. What makes your lifestyle as a Christian unique?

5. How do you personally maintain a daily relationship with Jesus?

Camp Winnekeag Staff Application, Side 4

6. As a summer camp staff member, how would you share Jesus with a camper?

7. In your thinking, what is the aim and purpose of summer camp?

8. Complete this statement: "My reaction to guidelines, regulations and camp rules..."

9. What do you expect to gain from working at summer camp?

10. What do you feel you have to offer to the summer camp program?