

YMCA Camp Sequoia Lake

**CHANGE LIVES
CHANGE THE WORLD**



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COMMUNITY



CAMP SEQUOIA LAKE IS FOR EVERYONE

The mission of the Golden State YMCA, YMCA Camp Sequoia Lake strives to build a stronger community here in the Central Valley. We recognize that this community needs strong role models and leaders to be an example for the future leaders of tomorrow in our youth. A strategic priority for YMCA Camp Sequoia Lake is to help those in our area gain those skills in an outdoor setting while providing a safe and welcoming environment for kids and families to enjoy while being themselves.

GOALS & VALUES

Everything that happens at YMCA Camp Sequoia Lake is done with our core values of Caring, Responsibility, Respect, and Honesty in mind! AND, when we do these things as a community, we have a whole lot of FUN! These values help us achieve our goals for campers and staff: Safety, Community, and Personal Growth in Spirit, Mind, and Body.



HOUSING

For most YMCA Camp Sequoia Lake staff, working at Camp also means living at Camp for the summer. The following information provides insights into what is available to staff living at camp!

MEALS AND DIETARY RESTRICTIONS

Meals are provided to all staff while they are working at camp. YMCA Camp Sequoia Lake kitchen staff work hard to accommodate a wide range of dietary restrictions, such as gluten-free, dairy-free, vegetarian, and vegan. Peanuts and tree nuts are not served or cooked within any camp meals. Staff can keep personal food in the Staff Lounges.

LAUNDRY ACCESS

Camp has washers and dryers available for staff for personal laundry at no cost.

TRANSPORTATION

Staff are expected to arrange their own transportation to/from Camp. Team Leaders will support staff who need help getting to/from camp. In case of emergency staff will be required to be transported with youth in assigned vehicles. We do pick up and drop off at the Bus Station/ Airport in Fresno.

FRESNO, CA

Fresno is YMCA Camp Sequoia Lake's nearest city, a 50–60-minute drive from camp. Fresno is California's 5th largest City and located in the middle of California between our largest cities and beaches and mountains. There are many restaurants, grocery stores, and our Fresno International Airport where some of you will use to come and go.

VISALIA, CA

Visalia is the base of our YMCA office, where we operate during our off season. This is where most of our behind-the-scenes work happens, and we escape the snowy winters at our lake. With its own restaurants, community, and easy access to fresh fruit, it is a great place to visit.

YMCA STAFF PAY

POSITIONS

Youth and Family

Coordinators

Assistant

Unit Leaders

Youth Leaders

Program Staff

Lifeguards

Adventure

Hospitality

Maintenance

Cooks

BASE PAY RANGE

\$690 - \$735/week

\$645 - \$690/week

\$600 - \$645/week

\$550 - \$600/week

\$550 - \$600/week

\$550 - \$600/week

\$550 - \$600/week

\$550 - \$600/week

\$550 - \$600/week

\$16.50 - \$22/ hour + OT

***EXPERIENCE INCREASE:** The base pay ranges account for staff with varying levels of experience in each role. For each season of experience, a staff member's base pay will be increased \$5-\$35/week, within range shown. The rates above do not reflect program salaries for international staff. * The following roles above work directly in specific camps with campers and fellow staff to deliver safe and inspiring experiences that bring joy, wonder, and growth to all involved.



OPERATIONS STAFF

POSITIONS

BASE PAY RANGE

Food Service

Head Cook

\$18-\$22/hr.

Assistant Cook

\$16.50-\$18/hr.

Prep Cooks

\$16.50/hr.

Operations Staff

Maintenance

\$550-\$600/week

Hospitality

\$550-\$600/week

***EXPERIENCE INCREASE:** The base pay ranges account for staff with varying levels of experience in each role. For each season of experience, a staff member's base pay will be increased \$5-\$35 a week, within the range shown. Wages for hourly employees will be based on the needs of the operation and can range from 35-50 hours a week. Overtime is available.



STAFF BENEFITS

STAFF DETAIL

Working at an overnight summer camp is a very real job, and the American Camping Association has identified many of the benefits camp staff receive leadership, 21st century skills, professional development, training, and more! The following are a few more benefits specific to YMCA Camp Sequoia Lake!

PROFESSIONAL DEVELOPMENT

Every role at camp will challenge staff members to grow as professionals and leaders. Time management, interpersonal skills, communication, public speaking, innovation, project management, group leadership, conflict resolution, inclusion, work ethic, networking and SO MUCH MORE! Skills developed at camp will benefit summer staff for the rest of their lives.

CERTIFICATIONS

YMCA Camp Sequoia Lake recruits' staff with a wide range of skills and experiences. However, we also support our staff with certifications in Level One Ropes Course certification and American Red Cross Lifeguarding and First Aid and CPR. This is all done completely free for our selected staff who do these courses and gain certification based on completion.

STAFF UNIFORMS

Each Y Employee will receive a YMCA Camp Sequoia Lake Staff Shirt during staff training and will have the opportunity to create another shirt during that time. We wear these shirts to notify campers who are Y employees and knowing we are approachable to answer questions.



COORDINATORS



YOUR DAY: As a Camp Coordinator you will oversee one of our 5 camps on the lake. This includes overseeing the staff, facilities, and well-being of our campers, whether it is in youth camp or family camp. You will be required to do one-on-one check-ins with staff and bond with our campers to create relationships to better fulfill the needs of the camp. Coordinators are responsible for the planning and implementation of programs every day. Coordinators are the leaders of their camp, making sure to role model positive behavior and a reassuring attitude that the community is taken care of.

YOUR LIVING ARRANGEMENT: Coordinators and Assistant Coordinators will be provided with a room with one other staff member in a private cabin.

PAY: \$645-\$690 /week (Assistant Coordinator)(Room and board included)
\$690-\$735 / week (Program Coordinators)(Room and board included)

YOUR DATES: May 25th – August 9th (Or longer for Post Season Groups)

YOUR STRENGTHS: Leadership, creativity, communication, resourcefulness, and compassion.

SPECIAL NOTES: Coordinators are supported by both the Director and CEO of YMCA Camp Sequoia Lake who have years of experience to best support you. Questions are welcomed and change is supported with reasonable explanation.

WHY YOU MATTER: You are a Leader to many and a friend to campers who come each year to our camp. You drive the program, and campers will want to put a face to their camp. You will create life-changing experiences for those from all over the world.



YOUTH LEADERS

YOUR DAY: Whether you are in Skate Camp or Youth Camp your primary responsibility every day is supporting your campers in spirit, mind, and body. You and your Unit Lead will help your campers navigate the independence that comes from being away from home by ensuring that they are healthy and happy. One of the highlights for campers is feeling like a valuable member of their cabin community. You will help foster positive relationships within your cabin by leading team-building activities and meaningful group discussions. Additionally, counselors are trained to lead a variety of activities including boating, archery, ropes, nature activities and more. Leading activities with your cabin and with the support of Unit leads and Program Staff is a major part of the daily schedule for counselors.

YOUR LIVING ARRANGEMENT: You will be given an assigned cabin with up to 10 campers each week Sunday – Friday.

PAY: \$550-\$600 / week (Room and board included)

YOUR DATES: June 1st – July 19th (Or longer for post season groups)

YOUR STRENGTHS: Enthusiasm, Flexibility, Compassion, Leadership, Safety, Humor, Inclusion.

SPECIAL NOTES: Traditional Camp Counselors are supported by Traditional Camp Unit Leaders who will provide coaching and resources both in one-on-one check-ins and as part of unit-wide gatherings.

WHY YOU MATTER: YOU CHANGE LIVES! You will be supporting campers through life-changing experiences early in their development. Many campers you work with will be experiencing independence for the first time and your support will put them on a path to continued personal challenges and growth.



PROGRAM STAFF

YOUR DAY: You do it all! With a similar flow within the routine of on-site programs, you will enhance your expertise by spending most of your time in a specific program area of camp. You will interact with campers in the morning kid focused programming and challenge them to continue growing throughout their time at camp. When not in your specialty area each morning, you will be supporting the overall operation of the camp by participating in age specified or general program functions in the afternoon or evenings. Your time will be spent with campers of all ages.

YOUR LIVING ARRANGEMENT: You will be placed with other Program Staff in a private staff cabin.

YOUR PAY: \$550 - \$600 / week (Room and Board included)

YOUR DATES: June 1st - August 9th (Extension available)

YOUR STRENGTHS: Teamwork, Communication, Trustworthiness, Creativity, Flexibility, and can-do attitude and Instruction.

SPECIAL NOTES: Games, kayaking, canoeing, archery, arts & crafts, or sports.

WHY YOU MATTER: Your hard work and creativity generates' life - changing experiences for staff and campers. You are the Swiss Army Knife of camp.



LIFEGUARD / ADVENTURE

YOUR DAY: In both or either of these positions you will enhance your expertise by spending most of your time in a specific program area of camp. Both rope course facilitators and lifeguards receive in-house training by our YMCA, paid for by us. You must pass the American Red Cross Lifeguard Certification or a level one Ropes Course Certification. You will spend most days up on a course repelling down our rock wall or guarding our campers on the docks around our private lake. These may be the most fun and highest risk positions on our lake and impact campers' lives by challenging themselves at height or swimming distance across our lake.

YOUR LIVING ARRANGEMENT: You will be placed with other Program staff in a private staff cabin.

YOUR PAY: \$550 - \$600 / week (Room and Board included)

YOUR DATES: May 25th- August 9th (Extension available)

YOUR STRENGTHS: Teamwork, Communication, Trustworthiness, Confidence, Positive Reinforcement and Encouragement.

SPECIAL NOTES: Ropes, Team Building, American Red Cross Lifeguarding, and CPR First Aid. Training is the last week of May.

WHY YOU MATTER: The experiences you provide will give campers an unparalleled sense of achievement as they overcome obstacles and learn new skills, they will carry with them for life!

UNIT LEADERS



YOUR DAY: You will support the staff and campers within your assigned unit of 2-4 camper groups. You will conduct regular one-on-one check-ins and create meaningful community building opportunities for the staff assigned to your unit. Unit Leaders are responsible for planning and leading programs for the entire unit including evening programs, large-group team-building and engaging unit activities. Unit Leaders work together as part of the summer leadership team to be great role models and mentors for the rest of the camp community.

YOUR LIVING ARRANGEMENT: You will live in a one-room peak cabin with at least one other Unit Leader.

YOUR PAY: \$600 - \$645/ Week

YOUR DATES: June 1st – July 19th (or longer for Post Season)

YOUR STRENGTHS: Leadership, creativity, communication, resourcefulness, and compassion

SPECIAL NOTES: Unit Leaders are supported by members of the full-time staff. Unit Leaders often have previous camp experience and are enthusiastic about sharing their experience and expertise with others.

WHY YOU MATTER: You are the leaders of our summer teams. Your hard work and creativity generate life-changing experiences for staff and campers.



FOOD SERVICE STAFF

YOUR DAY: Food service team members have varied schedules, all of which revolve around the camp meal schedules. Cooks will mostly work 8-hour shifts, usually covering either breakfast and lunch OR lunch and dinner. Cooks may have a similar schedule or be spread out over the course of all three meals with extended time off between meals. Kitchen staff arrive a few hours before an assigned meal to begin preparing the meal and sometimes must stay a few hours after to finish clean-up.

YOUR LIVING ARRANGEMENT: Food Service Staff may commute in and out of camp daily or live on site. On-site staff will stay in a cabin with a few other staff members.

YOUR PAY: Varies, depending on role. Overtime is included.

YOUR DATES: May 19th – September 5th, or less, dependent on role.

YOUR STRENGTHS: Safety, Teamwork, Communication, Work Ethic, Customer Service, Attention to Detail, Organization

SPECIAL NOTES: Food Service staff have many opportunities to participate in other parts of the camp if they desire, such as doing camp activities or spending time exploring the vast YMCA Camp Sequoia Lake property. You will need a Food Handlers Certificate.

WHY YOU MATTER: Food service is critical to the wellness of the camp community and mealtimes are incredible opportunities to strengthen the community. You have the power to make everyone on camp happy three times a day. There are few greater feelings than feeding an entire camp!

JOIN US

YMCA Camp Sequoia Lake is a community for everyone who wants to be a part of an effort that develops not only themselves but the people around them too. You will learn from people who are different from yourself and be challenged to grow outside of your comfort zone. We seek mature individuals who demonstrate the YMCA's core values, work ethic, and have a desire to better their community.

Living and working at the lake all summer long is a challenge that rewards those who embrace it. Every year staff leave with a sense of accomplishment, memories, and friends from around the globe that drive you to be better. You will learn to appreciate those who differ from yourself to build positive relationships with other staff, who may also be your roommates.

For Summer 2025, we are particularly looking for staff leaders who are flexible, pro-active problem solvers, team-oriented, and have demonstrated perseverance in the face of adversity. AND HAVE FUN!

