

## **Frequently Asked Questions About Camp Staff:**

### **What would I do as a staff member at Camp Merz?**

Work and have fun! The Camp Merz staff is about the hardest working group you will ever see. At Camp Merz, customer service is our top priority, so we work very hard every day. Nevertheless, you will have great fun with some of the best friends you will ever make while a member of our team!

### **Well, what kind of work would I do?**

That depends upon which area in camp you are assigned to work. Many of our staff members are employed in program areas directly involved with merit badge and program instruction. These staff members spend days working with Scouts and leaders, instructing merit badges and teaching specialized skills. Most people associate summer camp with merit badge counselors. The rest of the camp staff can be found selling snacks in the Trading Post, answering telephones, preparing food in the Dining Hall, maintaining camp equipment, keeping Scoutmasters happy, building campfires, leading vesper services, building new facilities...or hard at work at hundreds of other jobs! At Camp Merz there is always work to be done!

### **So, is it a "real" job?**

It sure is! In many ways it is more "real" than most jobs, but unlike other "real" jobs, we have more fun. Just like a real job, you will have a specific job description, a supervisor to whom you must report, deadlines, regulations, policies and procedures, and best of all, a paycheck! From June through August, Camp Merz is a large business with a clientele of hundreds of people and an employee base of approximately 40 staff members. Our customers come from throughout the United States, but are concentrated along the East Coast. Just like a regular business, Camp Merz employs professionals in marketing, web page design, program development, business administration, education and counseling to continually develop and enrich one of the best and most successful Boy Scout summer camps in the nation. I mean, just check out this web site!

### **Excuse me, but you said PAYCHECK?**

That's right! Camp Merz pays its staff members. Each staff member is paid a salary, plus room and board. Salaries are based on experience and level of responsibility. Paychecks are issued three (3) times during the summer.

### **And money isn't the only benefit!**

Camp Merz also provides its staff members with numerous of other perks. All staff members are given a place to live and three delicious meals each day. The camp staff also receives on-the-job training, registration in the BSA, discounts on uniform parts and time off. This is also a great opportunity to develop social skills and learn more in one summer than you ever thought possible. This is only a small list...just wait until you get to camp!

### **But, I have a boss?**

Camp Merz is divided into program and business areas. An area director supervises each program area. Unlike most jobs, your area director is not only your boss, but your friend and mentor who will hang out with you when you are not working and will show you the ropes. The number one priority of your area director is to give you the tools and support required for you to be a successful staff member.

### **Does the area director have a boss, too?**

Yes. Managers supervise the area directors and business areas of camp. These supervisors have been selected because of their unique abilities, life experiences and dedication to the ideals of the Scout Oath and Scout law. In addition, these managers have experience in all aspects of summer camp and have completed advanced training in personnel management and business administration. Some managers may be professional representatives of Allegheny Highlands Council and Boy Scouts of America. Just like a regular job, there is a corporate structure to summer camp.

### **What is the work schedule like?**

As with any job, there is a schedule that staff members must adhere to each day. Assembly for breakfast, which is required, is at 7:30 a.m. It's early, but necessary, if the Scouts at camp are to get everything done that day! Taps is at 11:00 p.m. and most of our staff go to bed not long after that. Sleep is very important at camp. After the first day, you will definitely want as much of it as you can get!

### **What do I wear at Camp Merz?**

The camp staff is a very proud bunch! They love their jobs and love Camp Merz. We like to show our loyalty to camp and our commitment to Boys Scouts by wearing the correct uniform while at work. All Camp Merz staff members are part of the BSA. Each staff member wears a BSA Uniform shirt, an activity uniform T-shirt, and name tag. Uniform parts may be purchased by staff members via a special uniform order sheet. Staff members are expected to wear either an official field

uniform or activity uniform at all times while on duty.

### **Do I get any time off?**

Working at camp can be busy and even stressful at times. We all need a chance to relax and take a break from the rigorous, but exciting, schedule of summer camp. All staff members are given at least twenty-four (24) hours off each weekend. Additionally, you may have other personal time off during the week as granted by your area director and agreed upon by the appropriate manager.

### **Where will I live?**

At Camp Merz each staff member is provided with a place to live for the summer at no additional cost. Although rustic, the facilities are reasonably comfortable. By the end of the summer, your accommodations will feel like home because your quarters are indeed your home away from home. We encourage all staff members to make their housing as comfortable, safe and sanitary as possible. Please remember when making plans for housing that you will share quarters with others, sometimes with many people. Make sure you don't take over the entire area. Be careful with what you bring, too. Although rare, damage to or theft of personal property does occur. Please note that Camp Merz is not responsible for damage to or theft of personal belongings.

### **What about smoking?**

The use of tobacco products is strictly prohibited by anyone under 18 at Camp Merz. Smoking is permitted for adults, but only in designated areas. The use of alcohol and illegal drugs is strictly prohibited at any time during the course of employment. Violation of this rule, in any form, shall result in immediate termination and intervention by law enforcement when indicated.

### **What if I get sick at camp?**

No problem! We have medical personnel at camp during the summer who can handle most minor injuries and illnesses. Any serious problems or illnesses will be directed to area hospitals as needed.

### **Can I wash my clothes at camp?**

Of course! Washer and dryer facilities are available to all staff at no charge. Be sure to bring your favorite laundry detergent and dryer sheets. After all, bar soap doesn't work so well in the machines!

### **What about talking to my friends and family back home?**

Staying in touch with your family and friends is important. We

encourage all of our staff members to keep in touch with everyone from home. There is a pay telephone available for your use during off-duty hours. You may also bring a cell phone to camp for use during off-duty hours. Be sure to check with your service provider regarding coverage at Camp Merz. Mail via the United States Postal Service is available five days a week.

### **How will I learn all that I need to know?**

We will teach you! At Camp Merz we train our staff members each year. You will submit your application and complete a job interview. Job offers will be made in early March. The first staff training will take place in May. You will then report to Camp Merz on a specified date, at which time additional training will take place. During Staff Week, you will participate in intensive training led by our National Camp School trained leadership team. Your training will not end at that time because your area director will always be working with you to help you become the most successful staff member possible.

### **Okay... I'm sold! Now what?**

Download the Summer Camp Staff Application from this web site. Be sure to read all of the directions.

### **What if I have questions?**

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