



Camp Fire
Camp Kirby

Camp Fire Samish
1321 King St Suite #3
Bellingham, WA 98229
(360) 255-7765

Camp Kirby
4734 Samish Point Rd.
Bow, WA 98232
(360) 255-7765

Dear Applicant,

Thank you for your interest in joining Camp Kirby's 2020 Summer Seasonal Camp Staff! Working at Camp Kirby is a very challenging, yet incredibly rewarding experience. For most, the rewards of spending the summer outside and working with youth are well worth it. Camp Kirby's 2020 season begins on **June 24th** and ends on **August 16th**.

We have many different jobs available at Camp Kirby. These range from cabin counselor, to activity specialists, to support and kitchen staff. All positions will remain open until filled. We recommend applying early, as many positions fill quickly. Before applying to work at Camp Kirby, all applicants **MUST** read this Employment Guide.

Step One: Read through our Open Positions and complete the Online Application. Links can both be found on our employment page:

<http://www.campfiresamish.org/camp-kirby-employment/>

In order to apply you will need to create an UltraCamp account. The application will be filled out through your online account.

Step Two: Send the Reference Form link to your references. This form can be completed online, here: <https://forms.gle/zsA9FbgppoqFWZmA6>. New applicants need two reference forms completed while returning applicants only need one reference. These references should be former supervisors, teachers, coaches or other non-family members who are able to speak about your skills as related to working in a camp environment or working with children.

Step Three: We will contact you to arrange an interview once we have received your **complete application and reference forms**. If you have any questions, or would like to follow up on the status of your application, please contact me at kathryn@campfiresamish.org or (360) 255-7765.

Sincerely,

Kathryn "KitKat" Deshaies

Kathryn "KitKat" Deshaies, Camp Kirby Resident Camp Director



General Camp Kirby Information

What is Camp Kirby?

Camp Kirby is a traditional youth camp that has been operating for almost 100 years, and is owned by Camp Fire Samish. Over 600 children experience our Camp each summer. We're also accredited by the American Camp Association, meeting hundreds of standards for program quality, health, safety, facilities, and administration.

Where is Camp Kirby?

Camp Kirby is located on Samish Island in Bow, Washington. It is 1-1/2 hours northwest of Seattle, and 45 minutes southwest of Bellingham, WA. Samish Island is a drive-on island which is connected to the mainland.

What are Camp Kirby's Facilities?

Kirby's facilities are rustic and compliment the natural setting of 47 acres that includes 1-1/2 miles of saltwater waterfront and 20+ acres of forest. Cabins are not heated with limited electricity. Central bathroom facilities are shared by others, but staff has access to facilities in the staff building. Meals are served family-style in a lodge dining room. Kirby's emphasis is strongly placed on outdoor activities and focused on the natural environment. **Camp Kirby is a drug, alcohol, and tobacco free atmosphere and site.**

Camp Fire Philosophy

In Camp Fire, children learn that every person has special contributions to make and that together they can have an impact on the world around them. Camp Kirby Resident Camp provides an opportunity for children to live the philosophy of Camp Fire while enjoying nature and the outdoors.

Camp Fire Samish's Mission Statement

We inspire and empower all youth to discover their spark, connect with others, develop leadership skills, build character, and thrive in the natural world.

Camp Fire Promise

Young people want to shape the world. Camp Fire provides the opportunity to find their spark, lift their voice, and discover who they are. In Camp Fire, it begins *now*. Light the fire within.

What are Camp Kirby's Resident Camp Programs?

Camp programs are divided into different units, based on the grade that the camper is entering the following fall. **Cricket/Beachcombers** are 1st-3rd graders that live in our beachfront cabins. At this age, campers are introduced to basic camp activities. **Adventurers** are 4th-5th graders who also live in the beachfront cabins. More advanced programs, such as archery and canoeing, are introduced at this level. **Hi Tor's** are 6th-7th graders who typically live in our elevated cabins, or "tree houses". They are challenged with activities such as our climbing wall, and funyaking. **Mua Mi's** are 8th-9th graders that live in our platform tent unit. They get to experience such activities as night archery, advanced canoeing, and advanced outdoor living skills. For 10th-12th graders, we have a **Tanika** program which focuses on camper skills, leadership, and outdoor programs. These campers live in either teepees or cabins. Our **CIT** program is for campers who are entering 11th and 12th grades and at least 16 years old. These campers are interested in building leadership skills, and possibly working at camp one day. The 6-week course is split over two years.

Appreciation and respect for the outdoors and natural surroundings are the backbone of the programs which include creative arts, waterfront activities (swimming, funyaking, canoeing, etc), games, singing, overnight camping, and more! The Camp Fire philosophy emphasizes camper input on program decisions. Guided group decision-making is a very important part of the Kirby program.

General Employment Information

Qualification for all staff members:

We are looking for enthusiastic people who like children and the outdoors. The Kirby experience is unique and rewarding but requires hard work to reap the rewards. Current First Aid/CPR certification is required, as is a willingness to uphold Camp Kirby's policies and standards. Employment is subject to criminal history check, reference and background checks, and verification of eligibility to work in the U.S.A. All employees must be high school graduates or equivalent or have prior camp experience. Cabin counselor applicants must have at least one year of college or life equivalency experience, or have completed the Camp Fire CIT program. All supervisory applicants must be at least 21 years of age and have two years prior camping experience. Some positions require staff to have specific certifications; you may apply for a position even if you have not yet completed the required certification as long as you do so before your employment begins. The cost of certification is entirely your own.

Salaries, Benefits, and Dates of Employment:

Camp Kirby staff are paid a weekly rate that varies by position but range from \$200/wk to \$370/wk. Returning staff receive a bonus of \$50 for each full season employed at Camp Kirby (limited to \$250 for those with 5+ previous years on staff). Most positions start on June 24th and run through August 16th, 2020. All staff are expected to work the full season, including the training week and clean-up day. Time off (up to one week) must be requested prior to hire. If you need more than one week off, we may not be able to employ you. Food and lodging is provided for all positions, in addition to workers' compensation insurance, time off between sessions, and at least two hours off each full day of camp. Other perks include access to laundry facilities, a staff lounge, free coffee/cocoa bar and a beautiful setting.

Internships and College Credit:

Camp Counseling and other camp jobs may qualify for college credit or internships. Obtain a detailed job description from us, and then talk to your college advisor about whether the particular position might qualify for college credit or internship hours. We will be glad to provide any required information, reports, or evaluations necessary to obtain college credit or practicum hours if you are hired.

Volunteer Positions:

You may apply for any of the above positions as a volunteer. Room and board will be provided. We occasionally need extra help on a short-term basis. Many volunteer positions can be arranged for a session or two. Attendance at pre-camp training week is required for all volunteer positions.

Equal Opportunity:

Camp Fire Samish/Camp Kirby is an equal opportunity employer. Employment with Camp Fire Samish is available to all people without regard to race, gender, creed, national origin, sexual orientation, economic status, or mental or physical disabilities. We are committed to diversity.