SUMMER STAFF PACKET

Summer 2027

GILMONT
CAMP & CONFERENCE CENTER
EST. 1940

HELLO FUTURE STAFF MEMBER!

Thank you for your interest in joining the Gilmont team this summer! We take great pride in the programs we offer campers and families, and we know that summer staff are essetial to Gilmont's community, ministry, and mission.

Gilmont's summer staff build a welcoming and authentic commuity, shape life-changing expereinces, and nurture a culture of wonder where real relationships grow among campers, staff, God, and the outdoors. The work can be demanding at times, but a summer at Gilmont is deeply rewarding and helps you develop practical skills that will serve you well long after camp ends.

This packet is designed to give you a clear picture of Gilmont's plans for summer 2027 and a realistic sense of the role YOU will play in our camp program.

Crosby Fleming, Gilmont's Program Director

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1 CAMP MISSION & OUTCOMES

Gilmont's mission is to cultivate a safe, sacred space where all are invited to grow closer to God, creation, others, and themselves. At Summer Camp, we do just that! While having fun, campers gain new skills and develop emotionally, socially, spiritually, and physically. As a Gilmont summer staff member, your role is to exemplify our mission in all program areas to reach desired outcomes.

A safe, sacred space...

Campers at Gilmont practice living in an intentional Christian community where respect, kindness, and encouragement are the norms and expectations. Campers and Summer Staff work together to create community guidelines with boundaries and expectations that the group follows throughout their stay. When conflicts arise, campers learn and practice conflict resolution centering grace, understanding, and forgiveness.

respect for others • setting and respecting limits • conflict resolution

All are invited...

While campers participate in the majority of activities with their cabin groups, participation looks different for each camper. Gilmont believes in and practices challenge-by-choice, meaning campers choose how far to stretch themselves in any given activity. Many activity blocks have options for campers to self-select their engagement based on their interests.

discernment • meaningful participation • creative self expression

Grow closer to God...

Gilmont is a place to not only learn about God and God's people in Bible Study, but to also experience God's love, wisdom, and goodness throughout the camp day. Gilmont encourages campers to wonder and ask questions about humanity, the church, God, and Jesus as a means of growing in faith. All campers participate in Prayer Stations where they engage in contemplative spiritual practices that they can continue to do at home.

wonder • reflection • applied faith

Grow closer to creation...

Gilmont offers a unique environment removed from daily life where campers slow down, listen to the sounds of birds, and observe the natural world. Creation becomes a site of recreation, prayer, and community building. As campers connect with nature, they learn more about the local biosphere, develop an affinity for creation, and learn their responsibility as children of God to care for the Earth and it's inhabitants.

appreciation for living in the moment • an affinity of nature • stewardship

Grow closer to others...

New friendships are formed and old ones are strengthened at camp. Campers bond during camp activities and befriend people who are different from them. They learn to work together to achieve a successful camp day and live alongside each other in the cabins. Gilmont's trained summer staff are their heroes and model positive social interactions centering listening, love, and encouragement.

positive social interactions • cooperation • communication

Grow closer to themselves...

At Gilmont, campers are exposed to new activities, learn new interests, and challenge their skills all while having fun in a safe environment. They feel proud of their achievements and capabilities and are inspired to try their best at new things. Away from the home environment, campers develop a strong sense of identity as beloved children of God.

physical activity • confidence • independence

2 SUMMER PROGRAMS

"Gilmont truly feels like home. The experiences, the friendship, learning curves, and overcoming challenges is what makes it so special."
-2025 Summer Staff

FAMILY CAMP

A modified camping experience of three days and two nights for families of all ages. Families stay together in cabins, and Summer Staff lead classic camp activities.

UNITED CHURCH OF GOD & CUMBERLAND RENTAL GROUPS

United Church of God and Cumberland Presbyterian are rental groups that primarily implement their own program. Campers range in age from elementary school to high school. They also provide their own adults who supervise campers, lead Bible Studies, and lead recreation activities. Summer Staff will assist with classic Gilmont activities and facility care.

GREAT GLUTEN ESCAPE (GGE)

This week is dedicated to serving all gluten-free food for campers (grades 1st - 12th) and staff. In this environment, Celiac and gluten-intolerant campers can have all the fun of camp without worrying about what is served in the dining hall. Many volunteers join for the week to assist in the cabins, kitchen, and as needed. Note: this program does not contain spiritual formation components and instead focuses on community-building.

DAY CAMP

Local campers (grades 1st - 6th) enjoy classic Gilmont activities (archery, canoeing, swimming, slingshots, hiking, Bible Study, and more) Monday - Friday, 8:30 AM - 5 PM. Gilmont only provides lunch & snack for these campers.

ADVENTURE CAMP

Campers (grades 6th - 12th) sleep in Gilmont's tree houses and make two meals a day over a campfire together. In addition to the classic camp activities, Adventure Campers build shelters and rafts, compete in fire-making contests, and other fun, survival challenges.

3 SUMMER PROGRAMS

"Working here is one of the best things you could possibly do during the summer. Working at Gilmont is like finding a new home and you get so many new connections and opportunities and so so so much support."
-2026 Summer Staff

WONDER CAMP

Wonder Camp is named after Gilmont's value of Wonder-Filled Play – an inter-generational medley of engaging activities, curious conversations, rewarding experiences, moving music, creative worship, genuine fellowship, and joy-filled service. At Gilmont Summer Camp, camper days are full of opportunities to play, sing, dance, create, discuss, and bond with peers.

These camps are for campers in 1st - 5th. Activities include archery, canoeing, group games, slingshots, disc golf, nature hikes, crafts, Bible Study, and more.

TRANSFORM CAMP

Transform Camp is named after Gilmont's value of Transforming Whole Lives – we extend space for individuals and groups to grow in mind, body, and spirit at camp and beyond the gates. We know lives are changed for the better at Summer Camp. The skills developed, lessons learned, and friendships formed at camp extend after the camp session and are formative to the holistic lives of campers.

These camps are for campers in grades 6th - 8th. In addition to the Wonder Camp activities, Transform Campers also enjoy zipline, axe throwing, ninja stars, and crate stacking.

INSPIRE CAMP

Inspire Camp is named after Gilmont's value of Inspiring Stewardship – as co-creators, we celebrate and nurture the abundance of God's blessings while cultivating people's passions, gifts, and talents for the benefit of others and the glory of God. During these week-long overnight camp sessions, high school campers recognize and cultivate their passions, gifts, and talents in the camp environment while having fun in a beloved, intentional community.

These camps are for campers in grades 9th - 12th. In addition to the Wonder and Transform Camp activities, Inspire Campers also enjoy night activities such as sand volleyball, night swim, and craft night.

4 TRAIL TO LEADERSHIP PROGRAM

"This is a place where I had the opportunity to be my authentic self - be challenged, have fun, laugh, and grow!"
-2026 Summer Staff

Gilmont's new Trail to Leadership program invites high school youth to explore their leadership style, develop as responsible, committed community members, and practice their skills in the camp setting.

This interactive program includes multiple leadership development tracks that campers can progress through during their high school years:

TRAILHEAD

This week of camp offers an introduction to leadership as campers grades 9th - 12th practice being positive role models to younger campers and peer leaders to one another.

It's still camp! Campers get to do all of the activities they love as they learn by doing and grow through experience. For one activity block a day, Trailhead Campers participate in a hands-on leadership training workshop.

TRAILBLAZER

This track for 10th - 12th graders is all about mentoring, shadowing, and balancing leadership and being a team player. The Trailblazer program includes a focused week of training (June 6-11) and an additional Inspire Camp or Adventure Camp session.

The Trail to Leadership training week connects Gilmont's 5 core values with leadership, both at camp and beyond the gates. Campers consider different leadership models, inventory their gifts and growth areas, and begin applying their discoveries in the camp setting.

Trailblazers join an additional week of camp to participate in camp activities and exemplify the characteristics of a caring, servant leader to peers.

TRAIL GUIDE

This session for campers 10th - 12th grade is all about execution and impact as Trail Guides practice, develop, and use their tangible skills in the dynamic and fun setting of camp.

Trail Guides attend the same Trail to Leadership training week as the Trailblazers and then are invited to voluteer at up to 4 weeks of classic camp. During these classic camp sessions, Trail Guides work closely with camp staff to support camper welfare and camp operations, including completing assigned projects, organizing camp activities, and managing cabins.

5 SUMMER SCHEDULE

If you are planning on going out of town during the summer, PLEASE schedule your time off sometime during June 3rd-19th.

	S	M	T	W	TH	F	S
May							22 First day!
	23 Staff Training	24	25	26	27	28	29
	30 United Church Of God Rental Group, Staff Training	31	1	2	3 DAY OFF!	4 Family Camp	5
June	6	7 Cumberland Rental Group & Leadership Training Week	8	9	10	11	12 DAY OFF!
	13 Great Gluten Escape	14	15	16	17	18	19 DAY OFF!
	20 Wonder, Transform, & Inspire	21 Day Camp	22	23	24	25	26 DAY OFF!
	27 Wonder, Transform, & Inspire	28 Day Camp	29	30	1	2	3 DAY OFF!
July	4 Wonder, Transform, & Trailhead	5 Day Camp	6	7	8	9	10 DAY OFF!
	11 Wonder, Transform, & Adventure Camp	12 Day Camp	13	14	15	16	17 Wrap Up

6 DAILY SCHEDULES

Below is the daily schedule for a counselor working Overnight Camp M-TH and a counselor working Day Camp M-F. The Overnight Camp schedule for Sunday and Friday differ to due camper arrival and departure. Small Group activities are in blue for Overnight Camp and green for Day Camp. Large group activities are in orange. Support Staff will assist with camp activities and tasks (such as distributing snack and cleaning the pool) throughout the day for both Overnight Camp and Day Camp.

Overnight Camp

7:00am-8:00am	Wake up campers & get ready for the day
8:00am-9:00am	Breakfast
9:00am-9:30am	Morning Celebration
9:30am-10:30am	First Activity Block
10:30am-11:30am	Second Activity Block
11:30am-12:00pm	Home Check In/Pavilion
12:00pm-1:00pm	Lunch
1:00pm-2:00pm	FOB (nap/quiet time)
2:00pm-3:00pm	1st-5th grade Swim 6th-12th grade Bible Study
3:00pm-3:30pm	Snack Time
3:30pm-4:30pm	1st-5th grade Bible Study 6th-12th grade Swim
4:30pm-5:00pm	Pavilion Games/Cabin Times
5:00pm-6:00pm	Free Choice Activity
6:00pm-7:00pm	Dinner
7:00pm-8:00pm	Evening Activity
8:00pm-8:30pm	Vespers
8:30pm-9:30pm	1st-8th grade get ready for bed 9th-12th grade evening activity
9:30pm-11:00pm	9th-12th grade get ready for bed

Day Camp

7:00am-8:00am	Wake up campers & get ready for the day
8:00am-8:30am	Breakfast
8:30am-9:00am	Day Camp Arrival
9:00am-9:30am	Morning Celebration
9:30am-10:30am	First Activity Block
10:30am-11:30am	Second Activity Block
11:30am-11:45am	Pavilion
11:45am-12:30pm	Lunch
12:30pm-2:00pm	FOB and/or Group Games
2:00pm-3:00pm	Swim
3:00pm-3:30pm	Snack Time
3:30pm-4:30pm	Bible Study
4:30pm-5:00pm	Pavilion Games
5:00pm-5:30pm	Day Camp Pick Up
5:30pm-6:00pm	Day Camp Wrap Up /Break/Pavilion
6:00pm-7:00pm	Dinner
7:00pm-8:00pm	Evening Activity
8:00pm-8:30pm	Vespers
8:30pm-9:30pm	1st-8th grade get ready for bed 9th-12th grade evening activity
9:30pm-11:00pm	9th-12th grade get ready for bed

7 STAFF TRAINING

This job might also include responsibilities which make you uncomfortable such as providing first-aid to campers (including open bleeds), comforting campers who are homesick, or having difficult conversations with campers who are struggling at home, in their identity, etc.

But don't worry - Staff Training will equip you with the resources and skills you need for a successful summer. The Program Director, Executive Directors, and other Camp Leadership members are committed to supporting you during your employment.

We know that while we work hard to plan successful camp programs, Summer Staff are the ones implementing the ideas and caring for the campers. We value your input on how we can create better systems, structures, and overall programs. We are committed to listen to you and do our best to implement your suggestions for improvement and what you need to care for your holistic needs. We will guide you and support you before, during, and after difficult conversations with campers, co-workers, and parents. Staff training provides a solid foundation to a successful, meaningful, and fun summer.

GILMONT ACTIVITIES

Arts & Crafts	Teambuilding
Swimming	Nature Activities
Pavilion Games	Hiking
Archery	Campfire
Canoes	Group Games
Bible Study	Slingshots
Mini-golf	Nature Free Play
Drum Circle	Prayer Stations

6TH GRADE & UP ACTIVITIES

Zipline	Crate Stacking
Axe Throwing	Paddleboards

SAMPLE EVENING ACTIVITIES

Talent Show	All-Camp Games
Gilmont Auction	Pavilion Party

During Staff Training, you will:

- Attend and complete a Red Cross CPR, First-Aid, and AED training;
- Learn how to identify and respond to the holistic needs of campers;
- Learn about child development and how to assist a homesick camper;
- Learn and practice developmentally-appropriate behavior management techniques;
- Develop skills and strategies for conflict management and forming group cohesion;
- Participate in and learn to instruct Gilmont activities;
- Walk through and learn to lead Gilmont's Bible Study curriculum for campers of diverse ages;
- Become familiar with Gilmont's policies and procedures as outlined in the Staff Manual;
- and learn techniques for communicating with campers, parents, volunteers, peers, and supervisors.

8 BENEFITS

"Working here has taught me various soft skills and has made me a more resilient person, the experience is extremely joyful however there are stressful moments, luckily there's people who'll help you."
-2026 Summer Staff

For your hard work this summer, you will receive:

- Meals while programs occur;
  - Leftovers are often available on the weekend.
- Housing for the duration of employment;
  - Counselors, Activity Support Staff, and Media Support Staff are required to sleep in the same cabins as campers during overnight camp programs (with the exceptions of family camps & rental groups).
  - Camp Coordinators will stay in O'Neal lodge rooms during camp sessions.
- Weekly salary paid bi-weekly;
  - Day Camp Coordinator, Overnight Camp Coordinator, and Support Staff Coordinator starting salary is $375 per week.
  - Counselor starting salary is $300 per week.
  - Activity Support Staff and Media Support Staff starting salary is $275 per week.
  - Returning staff receive an additional $25 per week.
  - Lifeguards receive an additional $25 per week.
  - NOTE: Staff are paid half their weekly salary for the duration of staff training and receive an end-of-summer bonus equivalent to half of training pay upon completion of their contract.
- Access to the Staff Lounge - a wi-fi accessible place to store snacks and drinks and to relax;
- Washer and dryer access;
- and Time-off (see next page for details).

9 TIME-OFF

WEEKENDS

Between Overnight Camps, weekend time-off begins by 6pm on Friday after the staff meeting. All staff are required to join the Sunday staff meeting at 1pm on Sunday, ready to go for the upcoming week (the staff meeting will start earlier during GGE).

Traditionally, many staff stay overnight on camp property during the weekends but leave to run errands, go shopping, go out to eat, or enjoy another activity together.

DURING THE WEEK

Counselors, Media Support Staff, and Activity Support Staff have an hour block off during the day and two evenings off a week (8:30pm-11pm).

- When working Day Camp, Counselors may have additional time off between 5:30pm-6:00pm.

Coordinators will work with the Program Director to discern what time off schedule works best for them and camp programs.

Expect additional time off during Family Camp and Cumberland.

During camp programs, you are required to remain on camp property unless approved by the Program Director. Off-site trips can be permitted with permission from the Program Director.

VACATION

Staff are highly encouraged to schedule vacation time during June 3-19. Vacation time or time off for personal leave must be approved by the Program Director and is unpaid.

10 SPIRITUAL FORMATION

Travel back in time to meet the risen Christ outside an empty tomb, along the road, at the beach, and around the table! The 2027 Summer Camp theme, Here With Us, follows the resurrected God as he visits friends and strangers, listens to their stories, and guides them on the path of resurrection. As we trace Jesus' journey, campers discover a God who meets them where they are and encourages them to share the good news of God's active presence with others.

God is here with us, knowing us, welcoming us, and making room for us. God is here with us, walking alongside us and listening to us. God is here with us, sending us into the world and staying with us every step of the way. Be here with us at Gilmont Summer Camp and discover God's presence among creation!

MORNING CELEBRATION

This is a time after breakfast where campers and staff start the day with dance, music, and praise! We do a few energizers - which are silly, high energy dances - and sing songs led by Gilmont's Music Team. The Spiritual Advisor will introduce the daily scripture and theme and summer staff will perform a skit based on this scripture.

BIBLE STUDY

The Spiritual Advisor discusses the scripture passage of the day and leads campers in a discussion. Counselors then lead campers in small group activities that teach the main themes of that day and how campers can apply the themes in their day-to-day lives.

VESPERS

Vespers is an evening contemplative-style worship to wind down from the day and connect with God. The Spiritual Advisor will lead campers in a story time, discussion, or spiritual practice. Gilmont's Music Team will lead campers in music.

11 FREQUENTLY ASKED QUESTIONS

How many campers are in a small group and am I ever alone with campers?

Gilmont's average staff-to-camper ratio is 1:7. That said, staff are never alone with campers. The typical small group has at least two staff members and 10-16 campers, depending on camper ages.

Gilmont also follows a strict rule of three in which staff are never permitted to be one-on-one with a camper. This means there will always be another staff member or camper present.

I'm vegan/dairy-free/gluten-free/allergic to certain foods. Can Gilmont accommodate my diet?

Yes! Gilmont is a nut-free camp and a validated Gluten Free Safe Spot. We can also accommodate other diets and dietary restrictions. Let us know and we will work with you!

I really want to work at Gilmont but I have a family vacation already planned. Can I still work at camp?

Absolutely! Let Crosby know as soon as possible any dates that conflict with the employment period so we can plan accordingly. Staff training is a very important and it is highly preferred for staff to be available during May 23-June 3. Staff are highly encouraged to schedule vacation time during June 4-20.

What is typically served at meals?

Summer Camp meals are camper-friendly. Common breakfast meals include eggs, bacon, sausage, pancakes, and breakfast sandwiches. Common lunch meals include chicken tenders, tacos, spaghetti, and chicken sandwiches. Common dinner meals include hamburgers, hotdogs, fajitas, baked potatoes, and BBQ chicken. Gilmont can accommodate a variety of dietary restrictions and allergies upon request.

Can people visit me at camp?

Although camp policy does not allow visitors during camp sessions, your loved ones can visit between sessions. Please inform Crosby about any visitors at camp. If people want to drop off something for you mid-week, let Crosby know and we can coordinate for them to drop off at the office.

Can I work at camp if I'm not Presbyterian?

Absolutely! While Gilmont is a PCUSA ministry and rooted in reformed theology, our programs have an ecumenical outreach - meaning that campers and staff belong to many different Christian traditions. We welcome and affirm diverse faith traditions, perspectives, and backgrounds.

I have a learning disability or a medical condition. How does this impact my employment?

Gilmont is happy to work with you to create an accommodation plan in the workplace that ensures both your needs are met and your job responsibilities are executed to a high standard.