



**State YMCA of Michigan**  
**Hayo-Went-Ha**  
**Camps**



[www.hayowentha.org](http://www.hayowentha.org)  
Toll Free: 1 877 547 5915

**Work for Hayo-Went-Ha Camps this summer!**

**Boys Camp**

919 N. East Torch Lake Drive

Central Lake, MI 49622

Ph. 231 544-5915

Director: David Martin

Email: [dmartin@hayowentha.org](mailto:dmartin@hayowentha.org)

**Girls Camp**

1380 E. Arbutus Lake Road

Traverse City, MI 49686

Ph. 231 946-8589

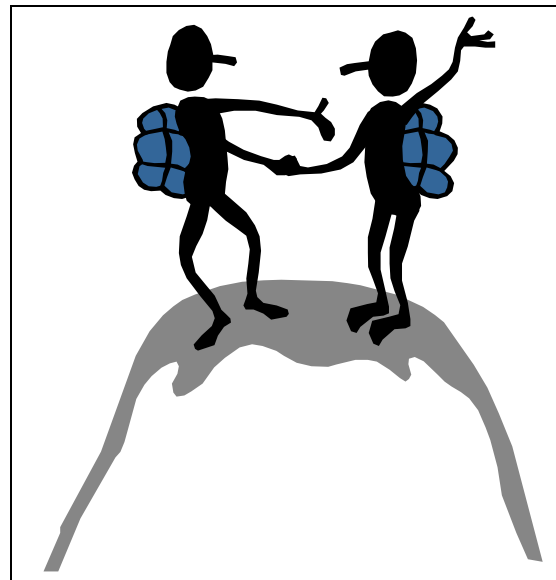
Director: Amanda Macaluso

Email: [amacaluso@hayowentha.org](mailto:amacaluso@hayowentha.org)

**Prospective staff Information**

Contents included in this pack are:

- Introduction
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**Introduction**

What makes a great camp with 106 years of history? The STAFF! We are looking for qualified, mature, responsible men and women with patience, understanding and an interest in working with children in an outdoor setting. A Hayo-Went-Ha Camps staff member's most important job is to live the YMCA values of caring, honesty, respect and responsibility.

## Location

The camps are located on two separate sites near Traverse City, Michigan. This area of Michigan is very forested with many beautiful blue freshwater lakes nearby. Traverse City is a fun, resort town situated on the clear blue waters of Grand Traverse Bay. [www.mytraversecity.com](http://www.mytraversecity.com)

## Camp History

\* Camp Hayo-Went-Ha for Boys is located on famous Torch Lake and sits on 640 acres of rolling woodlands with one and a half miles of undeveloped shoreline. The summer of 2010 will be the 106<sup>th</sup> year of camping at Hayo-Went-Ha. We are the oldest YMCA boys camp on the same site in the world.

\* Camp Arbutus Hayo-Went-Ha for Girls is located on beautiful Arbutus Lake and sits on 84 acres of piney wood hills with a half-mile shoreline. The campsite was originally a private camp for girls, and has operated since 1914.

## Facilities

Hayo-Went-Ha Camps have many “modern” conveniences such as flush toilets, hot showers and some electrified buildings. Each cabin counselor lives in a rustic cabin with a co-counselor and 8 campers. However, our out-of-camp trip programs tend to be located in remote wilderness areas in National Parks or State Parks.

*Working at camp I have grown, been challenged, and risen to overcome obstacles I never thought possible and it has all helped develop the attitude and self-esteem I have now.  
Brittany Doyle - Counselor 2005*

## Camp Dates for 2010

Staff Training dates: **Wednesday June 9<sup>th</sup> at 6:00 PM through Friday June 18<sup>th</sup>**

Session dates: **First session: Saturday, June 19<sup>th</sup> – Friday, July 16<sup>th</sup>**  
**Second session: Sunday, July 18<sup>th</sup> – Aug. 14<sup>th</sup> at 4:00 pm**

## Lifeguard Policy for counseling staff

Hayo-Went-Ha Camp counselors are expected to perform lifeguard duties both at camp and on our wilderness adventure trips. Hayo-Went-Ha Camps are offering a free lifeguard training starting Friday June 4<sup>th</sup> at 5pm and concluding the afternoon of June 7<sup>th</sup>. This is a course all counseling staff should take advantage of to obtain the required lifeguard certification.

## Camp Philosophy and Goals

Camp staff need to be positive role models and display a positive image at all times. YMCA Hayo-Went-Ha Camps seeks to help individuals develop self-confidence and responsibility, an appreciation of their own worth, and a faith for daily living based on the teachings of Jesus Christ; to recognize the worth of all people, and to promote inter-racial and inter-group understanding; to develop a sense of world-mindedness, and to work for world-wide understanding. The YMCA also seeks to help individuals appreciate the beauty, diversity and interdependence of all life and resources and to develop an ethical basis for guiding the relationship of humankind with the rest of the natural community.

## Prerequisites and salary

A Hayo-Went-Ha Camps staff member must have completed high school. Salary is based on age, experience and the job assigned. 24 hours time off is given per week. There are also down times during the day where counselors can spend time exercising, trying new activities or just relaxing

Counselors: \$200 - \$265 per week, including room, board and travel adventure trips.

Kitchen, maintenance & custodial staff: \$200 - \$265 per week, including room and board.

Specialized program staff (trip director, ropes course, sailing instructor): \$200 - \$290 including room and board.

Further explanation will be given on your contract.

## Camp Program

Each camp concentrates on the idea of group living where cabin groups eat, work and play together and leaders take an active role. Group living teaches campers and leaders alike how to resolve conflicts without violence, how to work together and how to have fun with other people. Many activities are also offered on an individual choice basis enabling individuals to participate in activities based on personal preference. Every camper has the right to have his or her opinion heard and taken into consideration. Leaders are expected to provide time for group planning, that is, time to plan with the campers what it is they will do within the values and general guidelines of camp.

Both camps offer exciting and challenging wilderness adventures in areas all over Michigan, Canada, and North America. Trip adventures involving hiking, canoeing, kayaking, biking, horseback riding, sailing, fishing, and SCUBA to name a few. Since its inception, Hayo-Went-Ha Camps has been a place to which people come to escape the cities. There are three great rewards for living out-of-doors without all the modern conveniences. Our programs are a progression of out-of-camp wilderness adventure trips of increasing length and difficulty, as the campers grow older.

One learns to appreciate conveniences, which we usually take for granted. A return to nature reminds us of our ties to environmental forces which operate outside of human control, while at the same time we see the detrimental effect of modern society on the natural world. Through programs like these, Hayo-Went-Ha Camps also seeks to teach responsible use of what is left of the wilderness by stressing techniques of low-impact and leave-no-trace camping, and as a leader you will be responsible for enforcing certain rules.

## On Site Activities

Along with these challenging out-of-camp experiences, campers have the opportunity to participate in camp activities including:

Archery	Crafts	Baseball	Basketball	Canoeing
Climbing Tower	Cricket	Dance	Disc Golf	Drama
Fishing	Kayaking	Low initiatives	Music	Nature
Riflery	Ropes Course	Sailing	Soccer	Swimming
Tennis	Volleyball	Zip Line		

## Daily Schedule

8am - Polar Bear	2.45 - Instruction Period
8.45 - BREAKFAST	4.10 - General Swim and Recreation
9.30 - Cabin clean up	5pm - Counselor Swim
10am - Cabin Time	6pm - DINNER
11.15 - Cabin Time	7.15pm - Evening activity
1pm - LUNCH	9pm - Cabin Time
1.45 - Rest hour	10pm - Lights Out!

Each staff member will be assigned to teaching an activity in the afternoon based on his or her skills, interest and ability. Each staff member will be assigned to lifeguard duty several times a week during general swim.

## Special activities unique to each camp

- The Girls Camp has 10 horses and conducts both English style and Western instruction that all campers can sign up for on an individual basis.
- The Boys Camp has an extensive SCUBA program offered. Campers may sign up for the SCUBA cabin or on an individual basis.
- Sailing is also offered at both camps, but the Boys Camp conducts extensive weeklong trips in the North Channel in Southern Ontario.

## Weather

Clothing for **both warm and cold weather** conditions is necessary since weather can, and often does, change quickly. Low temperatures can reach 50° F (10°C) with highs up to 90° F (32°C).

## Preliminary Policies and Expectations

Because of our high standards and responsibility to both campers and their parents, we have specific policies regarding the maintenance of our excellent reputation for a fine camp program and superior role models. Staff members will be expected to exercise mature behavior, discretion, appropriate personal relationship behavior, and sensitivity that are consistent with our work as leaders and models for young people. Wording on clothing worn at camp must be appropriate to all ages, consistent with the values and principles of our programs and be non-offensive. **Illegal drugs, tobacco, alcohol, and profanity are strictly prohibited.** Good health habits, neatness, appropriate dress and good grooming are as important at camp as any other place of employment. There will be no prejudice towards race, religion or sexual orientation. Staff will not give any appearance of any inappropriate relationship with fellow staff members at either camp. Minimal jewelry should be worn while on duty and ear piercing is limited to three per ear lobe. Campers or their families will see no other body piercing. **All employees are expected to make a reasonable attempt at hiding lip, tongue, nose or eyebrow rings/studs while on duty. Camp employees are also expected to make a reasonable attempt at hiding any tattoos.** Frequent bathing, cleanliness and hygiene are required. Staff must be able to speak English and understand spoken English. Proof of a background check must accompany your application.

## Personal Expectations

Here are some things you might do or gain from a summer at HWH Camps.

- \* A sense of self-reliance and confidence.
- \* Close friendships with people of all ages and nationalities.
- \* Increased sense of tolerance.
- \* Have fun by doing goofy things that people in three-piece suits aren't allowed to do.
- \* Develop your leadership and interpersonal skills.
- \* Go for long canoeing, sailing, cycling, kayaking, horseback riding, SCUBA or hiking trips in the wilderness.
- \* Gain a sense of accomplishment

*My summers as staff at camp have been some of the most memorable of my life. I've created connections that I keep in touch with all year long. I spent four years as a staff member along those beautiful shores, canoeing through Canada, running across the dunes, and taking this summer off only made me realize how much more I have to give. I cannot wait to return for my fifth summer, spending it with old friends, and getting to meet all the new.*

*Callie Wright – Manistique, Michigan*

## **Hayo-Went-Ha Camps Off Site Wilderness Trips**

We have some wonderful, exciting, and challenging out-of-camp experiences offered to campers at the appropriate ages.

These trips include:

### **Camp Arbutus Hayo-Went-Ha for Girls**

- Boardman River - 4<sup>th</sup> graders – overnight after an afternoon canoeing
- Sleeping Bear Dunes - 5<sup>th</sup> graders – camping for 3 days
- Ausable River - 6<sup>th</sup> graders – canoeing for 3 days
- Pictured Rocks National Lakeshore - 6<sup>th</sup> graders – day hikes for 5 days
- Equestrians – 6<sup>th</sup> & 7<sup>th</sup> grade on-site equestrian instruction and an overnight trail ride
- Porcupine Mountains - 7<sup>th</sup> graders – hiking for 7 days
- Cycling in the Upper Peninsula - 7<sup>th</sup> graders – biking for 7 days
- Trekkers – 7<sup>th</sup> & 8<sup>th</sup> grade – hiking trails on North Manitou Island for 4 days
- Isle Royale National Park - 8<sup>th</sup> & 9<sup>th</sup> graders - hiking for 14 days
- Kayakers - 8<sup>th</sup> & 9<sup>th</sup> grade – sea kayaking in Lake Superior near Wawa for 12 days
- Islanders – 8<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup> grade – sea kayaking around the Les Cheneaux Islands for 4 days
- Killarney Provincial Park - 9<sup>th</sup> & 10<sup>th</sup> graders - canoeing in Canada for 14 days
- Extended Trip - 10<sup>th</sup> graders - 3 weeks hiking and sea kayaking in Juneau, Alaska.

### **Camp Hayo-Went-Ha for Boys**

- Jordan River - 4<sup>th</sup> graders – canoeing for one day
- Sleeping Bear Dunes - 5<sup>th</sup> graders – camping for 3 days
- Manistee River - 5<sup>th</sup> graders – canoeing for 2 days
- Pictured Rocks – 6<sup>th</sup> graders – hiking for 4 days
- Sturgeon River – 6<sup>th</sup> graders- canoeing for 2 days
- Discover Mountain Biking – 5<sup>th</sup> and 6<sup>th</sup> graders – HWH trails, VASA trail and Boyne Mtn.
- Sailing in the North Channel - 7<sup>th</sup>, 8<sup>th</sup> & 9<sup>th</sup> graders – sailing in Canada for 7 – 12 days
- Porcupine Mountains - 7<sup>th</sup> graders – hiking for 7 days
- Mountain Biking - 8<sup>th</sup> & 9<sup>th</sup> graders – mountain biking near Marquette, MI for 7 days
- Fishing cabin – 7<sup>th</sup>, 8<sup>th</sup> & 9<sup>th</sup> graders – great fishing in nearby lakes and streams
- SCUBA – 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> graders – SCUBA diving in Tobermory, Canada for 7 days
- Isle Royale National Park - 8<sup>th</sup> & 9<sup>th</sup> graders – hiking for 14 days
- Killarney Provincial Park - 9<sup>th</sup> & 10<sup>th</sup> graders - canoeing in Canada for 14 days
- Extended trip - 10<sup>th</sup> graders - 3 weeks in either Alaska, hiking and sea kayaking or the BVI's, sailing and SCUBA diving.

## **Lifeguard Policy for counseling staff**

Hayo-Went-Ha Camp counselors are expected to perform lifeguard duties both at camp and on our wilderness adventure trips. With this in mind, a counselor is expected to possess American Red Cross or equivalent.

Documentation must be in your staff file proving certification prior to June 1<sup>st</sup> 2010. HWH Camps provides, at no charge, the complete Red Cross Lifeguard certification course.

There are two swimming skills that our lifeguards must pass on the first day of the lifeguard course. If needed, we encourage you to swim prior to coming to camp to increase endurance. These two skills are:

1. Swim 500 yards (457 meters) continuously as follows:

200 yards (183 meters) freestyle

200 yards (183 meters) breaststroke

100 yards (91 meters) either freestyle or breaststroke.

2. Swim 25 yards (23 meters) using your fastest stroke, then dive down to a depth of 8 feet (2.4 meters) and retrieve a 10 pound (4.5kg) weight from the bottom of the pool bring it to the surface, then return 25 yards (23 meters) to the starting point while carrying the weight with both hands.

Counseling staff members not passing American Red Cross Lifesaving or lacking possession of an equivalency will be assessed a \$50 penalty or its equivalent as outlined by the Camp Director.

### **What to bring**

- Physical examination signed in the last 12 months by a medical practitioner
- Proof of hepatitis B inoculation
- Prescriptions and outside medical needs
- Hospital and medical insurance
- Personal clothing and supplies - Sleeping bag and sleeping bag mattress pad (for trips) – a compact and warm sleeping bag would be best, backpack – sturdy internal frame pack is best with a rain cover, hiking boots, sneakers/athletic/comfortable shoes to wear around camp, flip flops or teva like shoes for trips, rain gear (suit, coat or poncho), toiletries, mess kit with silverware and cup - (for trips), flashlight, bathing suit(s) - nylon are best, sunscreen, hat and sunglasses, mosquito spray (bring what you are familiar with!), water bottle, towels and wash cloths and **KHAKI (LIGHT TAN) SHORTS OR PANTS – this is part of our staff uniform.** A set of nice dress clothes would be good for days off and the end of session banquet when staff dress up for dinner. Additional items such as pocketknife, camera and film, and photographs of family and friends. Plenty of socks and underwear should be included. You will have the opportunity of doing laundry once a week so pack accordingly. There are no laundry facilities on camp property. Sheets, blankets and a pillow will also be required for you to use while on camp. A detailed packing list will be mailed to you with an employment contract in spring.

**As anyone who has spent time at a Hayo-Went-Ha Camp will tell you,  
they are very special places.**

**They are a world where we can explore our environment and ourselves.  
Our Camps require dedicated leaders who wish to sacrifice everyday lifestyles for  
something potentially much more rewarding.**

For more information, program description  
and photographs check  
**[www.hayowentha.org](http://www.hayowentha.org)**