



2009

# Summer Employment at The Green River Preserve

## Where is The Green River Preserve?

The Green River Preserve is a private wildlife preserve in the Blue Ridge Mountains of Western North Carolina. Located between Hendersonville and Brevard, the preserve encompasses 3,400 acres of mountain terrain including streams, trails, campsites, and waterfalls. Green River Expeditions explore two different regions of North Carolina, the Blue Ridge Mountains and The Outer Banks.

## What makes Green River Preserve unique?

GRP is a premiere environmental learning center and summer camp for young naturalists. Base Camp is co-ed and small with no more than 110 campers per session. Campers are rising 2nd through 9th graders. GRP Expeditions are co-ed programs designed for high school students in rising 9th through 12th grades, typically with 12 expeditioners per session.

### Camp Life (Base Camp)

A typical day at camp begins with the morning mentor hike. Mentors (counselors assisting) lead a group of campers on hikes throughout the preserve.

Activities are held in the afternoon. Each camper picks his or her activities, and staff members serve as instructors in two to three activity areas based on their personal preference, skill level, and past experiences.

Campouts and group learning projects highlight each session.

### Life at Green River Preserve Base Camp Day

7:15	Wake Up Bell
8:00	Breakfast
8:30	Cabin Clean Up
9:00	Mentor Hikes
12:45	Lunch
1:30	Rest hour
2:50	Activity Period
3:50	Snack
4:00	Activity Period
5:00	Free Time
6:00	Cabin Time
6:30	Dinner
7:30	Evening Programs
8:45	Snack
9:00	Cabin Time
10:00	Lights Out

## Life on Expeditions is ever changing.....

### Blue Ridge

Wake in the beautiful Blue Ridge Mountains and enjoy days filled with communal living and exploration. Campers initially learn many skills including essential cooking and cleaning, orienteering and fire making. As their skills build, they then get to apply them on extended backpacking and canoeing trips. Some exposure to climbing, white water and Native American customs may also be part of the daily mix.

### Outer Banks

Wake in the lovely coastal marshes and beaches of the NC Outer Banks. Enjoy days filled with communal living and exploration. Campers initially learn many skills including essential cooking and cleaning, pitching tents, kayaking and primitive living skills. As their kayaking skills build, campers will transition from black water to salt marsh to the sea. Campers may see Osprey, dolphins, sea turtles and much more on any given day.

## Positions Available

### Co-counselor

A co-counselor must be a rising senior in high school or a rising freshman in college, and have a passion for working with children. Co-counselors are “the glue that holds camp together.” GRP alumnae campers and expeditioners are given preference for this position, and priority will be given to those that can stay the full summer camp season and convey a mature and responsible manner. Responsibilities include being a counselor aide, activity assistant, kitchen helper, campout specialist, maintenance chores, and other duties as assigned.

### Cabin Counselor

A cabin counselor must be 18 years or older and have a sincere desire to work with children. One or more years of college or equivalent life experience is preferred. Counselors are **on call** 24 hours a day. They are responsible for a cabin of seven campers and teach afternoon activities, help with evening programs, assist in property maintenance, and lead overnight camping trips.

### Mentor

A mentor is a “professional naturalist” who is a college graduate or has equivalent life experience. Staff in this role must have expertise, experience, and love teaching children in an outdoor environment. Responsibilities include leading daily field studies throughout the preserve, leading or assisting in afternoon activities and coordinating evening programs. Each mentor also adopts a camper cabin for the summer and serves as a valuable advisor and support system for the cabin counselor and campers.

### Internships

Please ask about our internship availability. Earn internship/college credit while working in a position with The Green River Preserve.

### Other Positions

Camp (Registered) Nurse, Kitchen Staff, Maintenance Assistant and Support Staff.

### Expedition Staff

Must be 21 years old or older, have a sincere desire to work with teenagers and have experience leading outdoor trips. GRP offers two different expedition programs: Blue Ridge Expeditions and Outer Banks Expeditions. Two fourteen-day and an eighteen-day expedition are offered on Blue Ridge Expeditions. Each trip focuses on community building, primitive skills and backpacking with some exposure to orienteering, climbing and canoeing. Each Outer Banks Expedition is 14 days long and involves kayaking and camping at campgrounds as well as remote sites. The program transitions from black water to the sea and culminates in a 4 day stay at the old Coast Guard station on Cape Lookout as part of the NC Maritime Museum Cape Lookout Studies Program. Our Expedition programs focus on helping campers to become independent leaders while learning about their natural environment.

# Compensation

## Base Salary:

Co-Counselor	\$125.00/week
Counselor	\$210.00/week
Mentor	\$320.00/week
Expeditions & other Positions	compensation based on experience

## Certifications:

Wilderness First Aid	\$10.00/week
Wilderness First Responder	\$15.00/week
Emergency Medical Technician	\$20.00/week
Lifeguard/ACA Canoe/Kayak	\$10.00/week
WSI (Water Safety Instructor)	\$10.00/week
Belay Certification	\$10.00/week
Commercial Drivers License	\$20.00/week

## Previous GRP Experience:

2 <sup>nd</sup> year	\$5.00/week
3 <sup>rd</sup> year	\$10.00/week
4 <sup>th</sup> year	\$15.00/week
5 <sup>th</sup> year	\$20.00/week

**Staff Training: May 31– June 10**  
\$200.00

## 2009 Staff Training Dates

Maintenance Week – Monday, May 18 – Friday, May 22

Pre-Training/Maintenance Week – Monday, May 25 – Friday, May 29

Mandatory Staff Training – Monday, May 31 – Friday, June 10

## 2008 Summer Camp Dates

Base Camp Session 1 – Friday, June 12 – Thursday, June 25

Base Camp Session 2 – Sunday, June 28 – Saturday, July 18

Base Camp Session 3 – Sunday, June 28 – Saturday, July 11

Mini Base Camp Session – Monday, July 13 – Friday, July 17

Base Camp Session 4 – Thursday, July 23 – Wednesday, August 5

Base Camp Session 5 – Saturday, August 8 – Friday, August 14

Blue Ridge Expedition 1 – Friday, June 12 – Thursday, June 25

Blue Ridge Expedition 2 – Wednesday, July 1 – Saturday, July 18

Blue Ridge Expedition 3 – Thursday, July 23 – Wednesday, August 5

Outer Banks Expedition 1 – Sunday, June 14 – Saturday, June 27

Outer Banks Expedition 2 – Sunday, July 5 – Saturday, July 18

Outer Banks Expeditions 3– Sunday, July 26 – Saturday, August 8

## Employment Information

- Certifications:** All staff except co-counselors must be certified in First Aid and CPR through the duration of your contract. First Aid, CPR and other certification opportunities will be available to you during your employment.
- Health Information:** There must be a current health form completed and signed by a physician on file in the camp office by the first day of your employment.
- Insurance:** Workman's Compensation Insurance covers all staff members during their time on duty with the camp. The camp may contest reactivation of a chronic condition or activities not approved by the camp which may cause injury. Staff members should carry their own accident, health, and automobile insurance.
- Time-Off:** Session length determines the number of nights and days off. Each two-week base camp session has one short night off (6:30PM– 12:00AM) and one long night off (6:30PM – 12:30PM the following day). Additionally, there are 24 to 48 hour breaks between sessions, including one 5-day break. Additional time-off may be granted for special situations. Expeditions staff time off will vary with sessions.
- Staff Training:** Staff training is one of the most important and valuable investments that Green River makes in its employees. **10-day paid staff training is mandatory for all summer staff.**

## Staff Guidelines

These Staff Guidelines are a part of a Community Covenant that staff are asked to commit to prior to their employment at The Green River Preserve. The Staff Guidelines and Community Covenant are in place to help provide a positive experience to Green River Preserve campers and staff.

### Safety

The Green River Preserve has a zero tolerance policy for physical violence, verbal abuse, and weapon use. Archery equipment, BB guns, camp stoves and flammable substances may only be brought to camp with the permission of the director and must be securely locked up following program guidelines. Furthermore, Green River Preserve does not tolerate behavior that creates an intimidating, hostile, or offensive environment on the basis of race, gender, color, national origin, religion, age, disability, or marital status. This policy extends to maintaining an environment free from sexual harassment. Unwelcomed sexual advances and/or other verbal or physical conduct of a sexual nature will not be permitted. This extends to such harassment within the employment context as well as harassment of and between campers.

Staff may have visitors only with specific prior approval from the directors before they arrive. Staff may only have visitors infrequently and for short visits (during time off, and visit length is limited to 1-2 hours and one meal). No visitor is allowed to be alone anywhere with campers or in specialized program areas. All visitors must complete a Visitor Information Sheet available in the office. All visitations must be non-disruptive to the community and the staff member's work. Staff are responsible for their visitor's behavior; violation of staff policies by a visitor may constitute cause for your dismissal. Visitors may not bring pets to camp.

To protect you and the camper, you should never be alone with a camper. If a conversation is delicate, then you should step away from the group but remain in plain sight. After camp the same standard of open communication should be used. Long term personal communication with campers is discouraged, but short friendly notes on post cards that can be read by parents are appropriate. Private e-mail communication and posting pictures and or names of campers on the internet is prohibited.

### Community Conduct

Due to the short and intense nature of camp, total participation is expected from you for all training sessions and throughout your entire employment period. In the event of death or illness in the family, or other urgent business, leave will be granted in relation to individual circumstances at the discretion of the camp director.

Exclusive relationships are not in keeping with the inclusive nature of camp. Intimate relationships between and with campers are never appropriate. Intimate relationships between staff are discouraged and in all cases should be completely invisible to the campers.

Respectful communication is essential and talking behind other people's backs, gossip, and complaining is hurtful to the community.

Dogs and cats are not permitted. Other pets that can be cared for in a small area and be used for teaching may be allowed with prior written permission.

A strong part of what makes Green River Preserve special is the absence of everyday distractions like radios, headphones, electronic equipment, hairdryers, and computers. We ask that you refrain from using these items in front of campers.

### Personal Conduct

Participation in illegal activities during employment and **time off** is not allowed. Forbidden activities include: illegal drug use or possession, misuse of prescription or over the counter drugs, smoking and the use of tobacco products on property, underage alcohol consumption, possession of alcohol on property, providing alcohol for minors, and being under the influence of alcohol while on property.

Drug testing - As a condition of your employment you may be required to participate in drug screenings.

Smoking - We prefer for the campus and staff to be smoke free.

Alcohol - Out of respect for the many staff that are not of age and our goal to be an inclusive community, we feel that an alcohol free summer is reasonable for all.

To be a good role model, your clothing and appearance must be appropriate and professional. Short shorts, immodest and torn clothing and clothing with rude language or alcohol advertising are not permitted. Two staff shirts will be supplied and should be worn on opening and closing day.

Glamorizing or encouraging the use of permanent hair color, tattoos, and body piercings is not allowed. Campers are not allowed to substantially change their appearance while in our care at camp.