

STAFF MAGAZINE

MT. HOOD KIWANIS CAMP

**VOLUNTEER
PAID POSITIONS
INTERNSHIPS**

EMPOWER
INDIVIDUALS WITH
DEVELOPMENTAL
DISABILITIES



ABOUT

MT. HOOD KIWANIS CAMP

Mt. Hood Kiwanis Camp is dedicated to empowering children and adults with developmental disabilities through inclusive, joyful, and meaningful camp experiences.

Our programs are led by passionate, kind, and professional staff who believe in building a welcoming camp culture. Through their care and commitment, campers gain opportunities for independence, confidence, and personal growth.

We believe fun matters. When staff enjoy the work they do, the magic of camp follows. That's why we emphasize teamwork, strong training, and a supportive community where everyone can succeed.

Are you a future Mt. Hood Kiwanis Camp summer staffer?

We are proud to be an ACA Accredited Camp

ACA stands for the American Camp Association. This means we meet nationally recognized standards for safety, accessibility, and quality programming for people with disabilities.

Our policies and procedures are written to follow ACA guidelines. It is every staff member's responsibility to know these policies and follow them while working at MHKC.

CHOOSE

MT. HOOD KIWANIS CAMP

Why?

- ✓ Build Authentic Community
- ✓ Practice & Develop Personal and Professional Skills
- ✓ Have a Meaningful Impact
- ✓ Career/School Prep
 - Strengthen your resume
 - Letters of Recommendation
 - Networking Opportunities
- ✓ Lodging & Meals included
- ✓ A Break from your Daily Life
- ✓ It's FUN!

It's more than just a job, it's life-changing!

"saying the time I spent at Kiwanis [Camp] was transformative or life-changing might sound extravagant, but far from hyperbole these terms honestly fall short of describing the feelings I have for my experiences at camp."
-Previous Counselor

...and so much more!

THE STAFF ROLE

Staff are the heart of camp. In every role, staff help create a safe, fun, and meaningful experience for campers while supporting counselors and the daily flow of camp.



Staff build relationships, support daily routines, adapt activities, and work closely as a team. Camp is joyful, fast-paced, and sometimes challenging, but always rewarding.

Some campers need help with daily living tasks, including personal care. Staff are trained, supported, and never expected to do this alone.

STAFF REQUIREMENTS

Each summer, Mt. Hood Kiwanis Camp hires approximately 90 summer staff and works with 200+ volunteer counselors to make camp possible.

MHKC is a drug- and alcohol-free camp, including cannabis. As we are on federal land, staff must remain substance-free while on camp property.

Most staff positions have a requirement of a minimum 2-week commitment, though some roles may vary.

- ✔ Attend on-site All Staff Training and any required role-specific trainings
- ✔ Meet age requirements for their role
- ✔ Pass a background check
- ✔ Be Adult and Child CPR/First Aid/AED certified (or willing to obtain)
- ✔ Hold an Oregon Food Handler's License (or be willing to obtain)



All staff receive required training before and during camp, including on-site preparation and ongoing coaching.

Group Staff



Counselor Supervisor (CS)

Oversees an assigned group of campers, counselors, and staff to ensure safety, well-being, and strong group functioning. Coordinates camper care, supports program engagement, mentors counselors, leads team meetings, and ensures paperwork is completed accurately and on time.

Previous MHKC experience highly preferred. Education and/or experience working with individuals with developmental disabilities required. Must be 18+

Assistant Counselor Supervisor (ACS)

Supports the Counselor Supervisor in overseeing camper care, counselor support, and program engagement. Models strong counseling practices, helps maintain group safety and well-being, and ensures paperwork is completed accurately and on time.

Experience working with individuals with developmental disabilities is preferred. Must be 18+.

PROGRAM STAFF

Program Staff facilitate activity areas across camp and follow a daily schedule. They lead evening activities such as campfire (skits and songs) and hikes, and are assigned to a camper group to provide extra support during meals and evening routines.



Adventure Course Facilitator

Leads programming on the Adventure Course, including the rock wall, zipline, flying squirrel, stream crossing, and giant swing. Course training provided during an additional on-site training weekend. *Must be 18+. Minimum of 4 week commitment required.*

Arts & Crafts Facilitator

Leads arts and crafts activities. Prepares, rinses, and cleans tie-dye shirts and maintains a clean and organized art space *Must be 18+.*



Horse Program Facilitator

Leads horseback riding programming and manages daily care of MHKC's four horses. Previous horse care experience required. *Must be 18+.*

Lifeguard - Pool

Lifeguards all pool-related activities and assists with basic pool facility care. Current Lifeguard Certification required or willingness to obtain by the required date; additional on-site training weekend. *Must be 16+; Lead Guard must be 18+. Minimum of 4 week commitment.*



Recreation Facilitator

Leads recreation programming including adaptive bikes, team-building activities, field games, and fishing. *Must be 16+.*

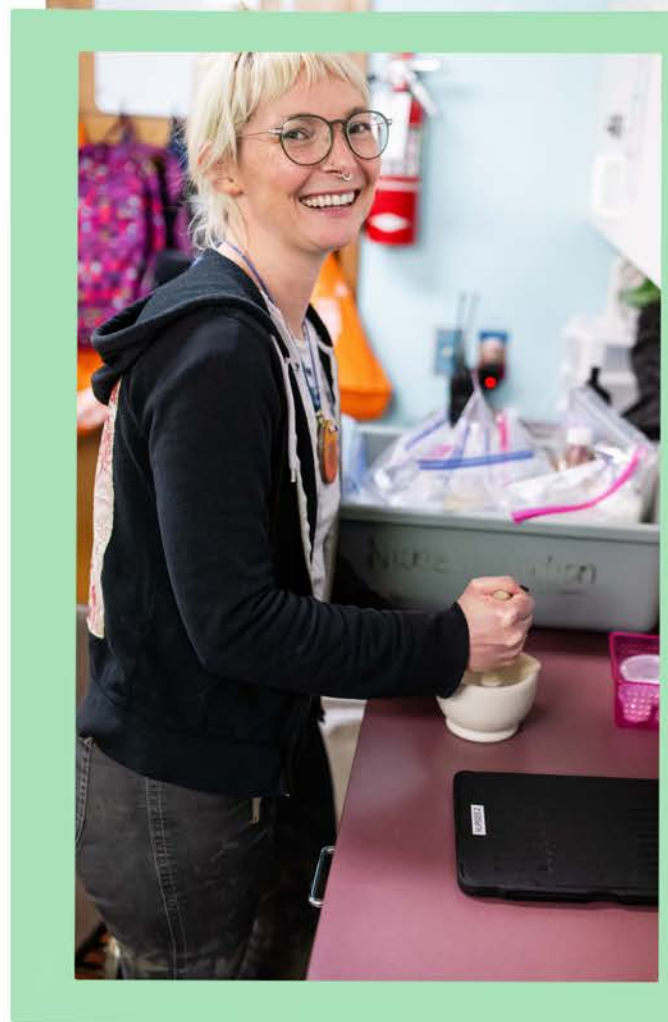
CERTIFIED STAFF POSITIONS

Camp Nurse

Oversees the health and safety of campers and staff. Responsibilities include health and medication review at check-in, medication dispensing, first aid, general health care, and emergency response.

Behavior Support

Provides additional support to staff and counselors by coaching behavior intervention strategies, monitoring camper behavior, and preparing communication and behavior support materials. Shares coverage responsibilities with the Leadership Team during morning, break, and night duties. *Previous MHKC experience typically required; certification preferred. Must attend Ukaru Intervention training through MHKC.*



OTHER PAID POSITIONS

Kitchen Staff

(Kitchen Lead, Prep/Line Cook, Dining Hall Assistant)

Supports with food preparation, serving, cleaning, and dishwashing.

One-week commitment required; must be 16+

Custodian

Maintains cleanliness of camp facilities including lodging, restrooms, and common areas.

One-week commitment (Monday-Saturday); must be 16+.



EXAMPLE

DAY IN THE LIFE

7:00AM

Camp days are full, structured, and fun, with plenty of variety built in.

8:30AM

- **MORNINGS** begin with camper routines, flag, and breakfast

9:45AM

- **DAYS** are filled with rotating activities, time outside, and shared meals

12:45PM

- **MIDDAY** includes rest time to recharge

- **EVENINGS** bring camp-wide activities like campfire, dances, cookouts, or BBQs

1:30PM

- **NIGHTS** end with camper bedtime routines, group check-ins, and time to rest

3:00PM

6:00PM

7:15PM

8:00PM

9:00PM

10:00PM

11:15PM

Every day looks a little different, but teamwork, flexibility, and community are at the center of camp life.



OUR CAMPERS

Many campers look forward to their week at Mt. Hood Kiwanis Camp all year. Camp is a place of acceptance, connection, and fun, where campers can be fully themselves and try new things in a supportive environment.

All campers have developmental disabilities, and some also have physical, sensory, or learning disabilities. Support needs vary, from mostly independent campers to those who need more hands-on support. Training and mentoring are provided.



At camp,
I can fly!
-Camper

Sam loves camp activities, sharing jokes, and spending time with friends. Sam uses a wheelchair, communicates through facial expressions, and thrives with consistent, respectful support.

Jesse experiences camp through movement, visuals, and routine. Jesse communicates without spoken words, benefits from quiet spaces, and shows joy in many different ways.



Camp is
better
than
Disneyland!
-Camper



CAMP CULTURE

Staff are never on their own at camp. The leadership team is always on-site to support camper care, staff well-being, and day-to-day needs. Additional support is available for behavior, communication, and logistics, and staff are encouraged to ask for help whenever they need it.

Many staff return summer after summer because of what they gain from their time at camp. The work is challenging and meaningful, and the experience is deeply rewarding.

PERSONAL & PROFESSIONAL DEVELOPMENT

Staff come from many backgrounds, majors, and experiences. No matter where they start, they leave with stronger skills in communication, teamwork, problem-solving, and leadership. Along with greater confidence, self-awareness, and perspective. Camp is a powerful learning experience that stays with people long after the summer ends.



"What I learned about myself was primarily that I am resilient... I left camp knowing this is where I belong and this is what I'm suppose to be doing."

— Previous Counselor

LIFE AT CAMP



Pro Tip: Bring a twin sheet set, blanket/comforter, pillow, & mattress topper to feel as comfortable as possible and like your bed at home!

TIME OFF

Camp days are full and structured, with built-in time to rest and recharge. Break timing varies by role and responsibilities. Staff also receive scheduled time off between sessions.

LODGING

Staff live in shared, coed housing at camp or may choose to sleep in a small personal tent. Bathrooms include private, single-stall showers and toilets.



FOOD

Three meals a day plus snacks are provided, with vegetarian, vegan, and other common dietary options available. (Not an allergen free kitchen, cross contamination may occur).

STAYING CONNECTED

Camp is a mostly phone-free environment to support presence and community. Limited Wi-Fi is available during non-camper times, though service can be unreliable.



DIVERSITY EQUITY & INCLUSION

Mt. Hood Kiwanis Camp is committed to creating a welcoming, inclusive community for people of all races, genders, sexual orientations, gender identities, cultures, languages, ages, and abilities.

We recognize that racism and inequity exist, and we actively work to identify, challenge, and address them within our organization. This is an ongoing process that requires learning, accountability, and reflection.

We believe diverse perspectives strengthen our community and help us better serve our campers, staff, volunteers, and families.



Apply Online:

Go to the MHKC website at
www.mhkc.org

Visit mhkc.org
→ Employment & Volunteer
→ Summer Staff
→ Apply Here

Applicants will need two
professional references and
one personal reference..

After submitting your application,
you'll be contacted within a few
weeks about next steps.

Questions?

Contact the MHKC Programs
Team at evie@mhkc.org

Stay Connected!

 facebook.com/MHKCcamp

 [@mhkcamp](https://www.instagram.com/mhkcamp)



“...the community of
MHKC felt like a Utopia to
me... we all gathered
together for the same
reasons, accepted one
another, and celebrated
our differences.”

— Previous
Counselor

