



**Job Title:** Outdoor School Student Leader

**Department:** YMCA Camp DeBoer

**Reports To:** Outdoor Education Director  
(Karin "Bandit" Onkka)

**Salary:** \$250 stipend upon completion of a  
three-day or a four-day or a five-day week

## **SUMMARY**

YMCA Camp DeBoer, located on the southeast shore of beautiful Lake of the Woods, is seeking Student Leaders for our 5th – 6th grade Spring 2026 Residential Outdoor School. Engage students' connection to self, community, and nature by assisting staff with certain program area needs including helping students get the most out of Field Studies, recreation, evening activities, campfire, and student cabin times. Additionally, If you have an interest in learning and leading a portion of one of our Field Studies, include this in your short essay.

Our season runs from May 6 – June 11, 2026 with classroom visits occurring in late April. Upon reviewing the detailed schedule, you will let me know which week(s) you'd like to participate. All meals during student programming hours are included; housing as needed. Sleep comfortably in a newer cabin with students or 1-2 fellow staff in a private bedroom, possibly shared. Work hours are typically three to five days per week, 7:45am (breakfast) – 9pm after assisting with evening programs and campfires. Regular breaks are included. Plan to dine with students most of the time. Work three to five total days, with an early departure on the last day, and with the option to return home or spend the night at camp.

## **DO YOU HAVE WHAT IT TAKES?**

- **Primary Role:** Lead or assist in supporting students in group challenges, dance parties, s'more-making, activities, games, crafts, skits, and songs, and cabin times, with the possible inclusion of leading a portion of one of the field studies.
- Assist in creating a culture of deep caring, a sense of comfort and belonging for all.
- Observe, and likewise model, the behaviors demonstrated by our Field Instructor staff.
- Use campus-wide-consistent and exemplary behavior-management tools while supervising students. This will embrace our campus culture, create an environment that fosters comfort, fun and safety, while showcasing the YMCA values of caring, honesty, respect, and responsibility.
- Cultivate positive relationships and maintain effective communication with all individuals on campus. You will report to the Outdoor Education Director, but agree to be under the direction of our Field Instruction Staff. They would have the final say in an instance of disagreement.
- Remain on schedule, and keep materials as well as facilities neat, ready, and organized.
- Maintain a team-player attitude, a willingness to create and uphold a united front, an ability to see what needs to be done, and professionalism in our efforts to both enjoy and consistently improve our program.
- Work with students who may be operating outside of the lesson or activity. Keep them company, keep an eye on them, work with them to see if they can engage in something related to the lesson or environment, and immediately elevate any issues to "Bandit."



## EXPECTATIONS

- Demonstrated integrity, patience, adaptability, sense of humor, enthusiasm, and passion for serving youth.
- Ability to openly and maturely communicate with others, compassionately connect with students, and behave as an appropriate, positive role model.
- Positive attitude, and an ability to borrow or acquire proper gear to facilitate programming for extended periods of time in all types of weather, including a reliable rain jacket, warm layers of clothing, hats and boots. Professional dress at all times is required – YMCA staff shirt or sweatshirt will be loaned to you.
- Adherence to the BUSTED protocols. No **Booze, Unaccounted for** (not being where you are supposed to be), **Sex** (and adjacent), **Tobacco, Electronics, Drugs**. One strike and you are out – you will be sent home and your stipend will be withdrawn.
- If in school, complete all assigned homework during study hall times which will be part of your schedule.
- Arrange for reliable transportation to and from camp, or carpool with Bandit.

## PHYSICAL DEMANDS

- Ability to walk, run, stand, and sit for long periods of time.
- May be required to lift and/or carry items up to 50 lbs.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

**STEP 1:** If new to the program, express your interest with a short, 2-paragraph written piece that communicates your desires and expectations of this position. Address this to Karin "Bandit" Onkka at [outdoored@ashlandymca.org](mailto:outdoored@ashlandymca.org). Indicate which week you will attend:

**STEP 2:** Complete and submit the supplied permission slip by obtaining a parent signature, if under the age of 18, as well as signatures from your teachers, (and additional school personnel as needed), allowing you to miss up to four days of school and make up the work. Complete health form and any other required paperwork through Ashland Family YMCA.

**STEP 3:** Read our Student Leader booklet and sign the affidavit indicating your ability to adhere to the elements within the booklet.

**STEP 4:** Arrange for training and transportation through Bandit, if needed. Otherwise, show up at 7:45am on Day 1 of your desired week to meet the staff (and later the students) having eaten breakfast, and to help set up program areas and review roles/duties. Come prepared, as later that day you will be assisting with one of our Field Studies, offering recreation activities, assisting students during cabin times, helping to facilitate evening programs, and actively participating in campfire by leading songs or performing skits. Bring costumes or props as you desire.



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FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

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**Employee Signature:** \_\_\_\_\_

**Employer Representative:** \_\_\_\_\_

**Date:** \_\_\_\_\_

The statements of this description are intended to describe the general nature and the level of work being performed by people with this title. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required for this position.

**Prepared By:** Outdoor Education Director

**Prepared Date:** 2/6/2026

**Approved By:** HR Director

**Approved Date:** 2/6/2026

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