About Our Staff

Individuals from various backgrounds choose to work at camp. As you read through this handbook you will see Staff Profiles of staff members who have worked at camp. As you will see their passion and love for children are highlighted in their reflections of their personal camp experiences.
About CYO Camp Rancho Framasa

Camp Rancho Framasa, established in 1946, facilitates a residential, inclusive Summer Camp; a Day Camp in Indianapolis; an Outdoor Education program; Leadership/Community Building programs Retreats. It is located on 296 acres in Nashville, Indiana, just 65 miles south of Indianapolis. The site is rural with moderate to steep hills, deciduous forest, a small lake, trails, pastures, and fields. Camp facilities include eight cabins with attached shower/bathroom facilities; an outdoor program center/dining hall; an amphitheater; an activity pavilion; health care center; 2 offices, 3 staff resident homes, guest house, outdoor pool, and climbing tower. Day Camp is held at Roncalli High School and Bishop Chatard High School.

The mission of Camp Rancho Framasa is to enhance the physical, emotional, and spiritual development of youth through experiences in the outdoors. Summer camp sessions vary in length, with approximately 200 campers attending each session. Campers are grouped with 7 to 10 of their same-aged peers and live together with staff in cabins. Campers participate in swimming, canoeing, campfires, parables, horseback riding, handicrafts, low challenge, high challenge, climbing tower, faith services, drama, archery, games, sports, social events, Mass, nature programming, and fire building. Camp Rancho Framasa is inclusive of campers of all abilities. Trained staff members provide support as needed to campers with support needs. School year programs run August-May. Various groups from the Archdiocese of Indianapolis and the surrounding areas attend programs to supplement their curriculum and/or ministry.

All programs are guided by 6 core values: Catholic, Inclusive, Stewards of the Earth, Staff Development, Humility and Camper-Participant Centered. These values are integral to the way camp is organized and run daily. Camp Rancho Framasa is a program of the Catholic Youth Organization (CYO), operated by the Archdiocese of Indianapolis and a United Way agency.

Why Work at CYO Camp Rancho Framasa?

At camp, amazing things happen! Lives are changed as friendships are formed; new skills are learned, and games are played. At camp, you will find that working with children is a rewarding experience. Children will see you as a role model. Another reason to work at camp is that you will be a part of a community that supports positive interactions. Unlike many environments, camp allows kids to “get dirty” and explore hands-on. Camp encourages campers to try new things and challenge themselves. No matter what the activity is - from drama to the high challenge course - camp allows you to be cheerleaders, coaches, and even the other players!

Camp counselors at Camp Rancho Framasa are trained to carefully balance fun with safety. The camp experience enables campers to make new friends and develop new skills. In addition, many campers leave camp with an increased ability to compromise, to live in community, the ability to communicate more effectively, and an increased desire to share with and help others! As a camp counselor, you would be instrumental in this change in a child. Is there more? Yes! Camp is fun! You will be outside, playing with campers and peers all day. You will participate in and lead activities. You will grow as a person and make friends who will touch your life.

Finally, working at camp is an opportunity to develop organizational skills, people skills, and leadership skills. By working as part of a team and by accomplishing individual goals, you will experience growth in the above areas. You will also care for and manage groups of children, which will show that you are trustworthy, responsible, and compassionate. These skills can be transferred to any profession.
The Camp Family
At Camp Rancho Framasa, we are truly a camp family! Some of us live at camp, others live close by. By working at camp, all staff members become a part of the camp family. Those who are devoted to camp year-round spend much of the year planning and organizing for the 12 very exciting months of the camp calendar.

Year Round Staff
Kevin & Angi Sullivan, Camp Directors
Larissa Hurm, School Year Program Director
Steve Connaughton, Summer Program Director
Lauren Verhiley, Registrar
Stevo Drake, Food Service Manager
Ned Endris, Facility Manager

Summer Staff
Camp Rancho Framasa’s summer staff is made up of 60 college age individuals. Many are in college studying a field that will enable them to work with children such as education, special education, human development and family studies, outdoor education, therapeutic recreation and more!

Program Staff
Camp Rancho Framasa’s program staff is made up of 6 adults who have completed their studies in environmental education, outdoor recreation, education, or a related field. Their job is to facilitate the school year calendar, August through May, which involves outdoor education, retreats, community building and leadership programs.

Camp Rancho Framasa is proud to be an American Camping Association member. Developed exclusively for the camp profession, this nationally recognized program focuses on program quality, health, and safety issues, and encourages us to review every facet of our operation.

Typical Day
9:00am Camper Arrival & Small Group Games
9:30am Morning Welcome
9:45am Morning Devotion in Small Groups
10:15am All Camp Game
10:45am Snack
11:00am Activity w/ Small Group
11:30am Activity w/ Small Group
12:00pm Prayer/Lunch (bring your own lunch!)
12:45pm Recess
1:15pm Activity w/ Small Group
1:45pm Activity w/ Small Group
2:15pm Activity w/ Small Group
3:00pm Activity w/ Small Group
3:30pm Gather Items/Small Group Games/Wait for Parent Arrival
4:00pm Camper Pick-Up – See you tomorrow!

Staff Profile: Emma
College/Major/Current job: Saint Mary's College/ Speech-Language Pathology
Interests: Reading, running, hiking
Dream Job: Working with adults with special needs.
Why I work(ed) at camp: It seemed like a really great fit and encompassed all of my favorite things: the outdoors, kids, and God.
Favorite thing at camp: The people
Favorite Quote: “True humility is not thinking less of yourself; it is thinking of yourself less.” - C.S. Lewis
Position Description

I. IDENTIFYING INFORMATION
Position Title: Day Camp Counselor
Status: Seasonal (summer)
Supervised by: Day Camp Director

II. PRIMARY FUNCTIONS
The Day Camp Counselor is responsible for supervising 7-10 campers of all abilities and to lead campers in activities at CYO Camp’s Grasshopper Day Camp in Indianapolis, IN.

III. POSITION CONTENT
PROGRAM
1. Supervise and facilitate campers in the day camp program as a group counselor.
2. Work within a team to provide care and guidance to campers.
3. Lead activities.
4. Duties include child supervision, leading and motivating campers in various activities, conflict mediation and resolution, enforcing camp rules (as needed), and effective communication with campers, peers, and supervisors.
5. Assist with setting up or cleaning a program activity area.
6. Assist with making materials for program needs.
7. Leading campers/staff in prayer, song, or activity.

These are not the only duties to be performed. Some duties may be reassigned, and other duties may be assigned as required.

IV. POSITION SPECIFICATIONS AND/OR REQUIREMENTS
A. Skills, knowledge and/or abilities
1. Interest or training in childcare/development and camping. Minimum age: 16
2. Ability to relate to others.
3. Ability to take and follow direction.
4. Desire and ability to work in a camp setting and be involved in community.
5. Demonstrate a positive regard towards the camping business, an open mind, a willingness to learn, and a well-groomed appearance.
6. Demonstrate respect for individuals and property, responsibility and good judgment, decorum, politeness, neatness of dress and modesty.
7. Work to uphold the philosophies of the Archdiocese of Indianapolis, the Catholic Youth Organization and Camp by demonstrating a strong faith commitment.

B. Education, training and/or experience
1. Experience in camp setting (as staff or camper) preferred but not required.
2. Experience working with children.

C. Working environment
1. This position requires work outside in rain and shine.
2. This position may require some physical labor (i.e., lifting and carrying, children, boxes and supplies).
Dates & Locations in Indianapolis

Session 1: June 14-18 at Roncalli High School
Session 2: June 21-25 at Bishop Chatard High School
On Thursday of each session campers and staff take a field trip to Camp Rancho Framasa (transportation provided).

Day Camp Counselor Information

❖ Training is mandatory. Date TBA.
❖ Pay is directly deposited into staff member’s personal accounts every two weeks. Day Camp Counselors salary range is $200-$300. Specific amounts will be offered based on experience and skill level.
❖ Although Camp Rancho Framasa has strong faith programming that is based on the Catholic faith, staff do not have to be Catholic to work at camp. Staff are expected to pray with staff and campers, to lead prayer, and to attend Mass (services) with campers one time per session.
❖ Cell phones may ONLY be used during scheduled time-off. Cell phones MAY NOT be visible to campers, used as clocks or alarms, carried when moving about camp with campers.
❖ The illegal use of any controlled substance is prohibited while employed by Camp Rancho Framasa. Underage drinking is prohibited. Staff members 21 years of age and older are expected to drink alcohol responsibly, keeping within the legal limits. No alcoholic beverages may be brought onto camp property, and no one is to return to camp over the legal limit. Possession or use of alcoholic beverages at camp or during camp activities, illegal use of alcohol at any time during a counselors’ employment (including time off) and returning to camp under the influence of alcohol is grounds for dismissal. Smoking is not permitted.
❖ Day Camp Counselors can work one or both of the weeks of the day camp sessions. Day Camp Counselors are expected to work Monday-Friday from 8-5 and attend a staff orientation meeting each Sunday prior to a session.
❖ Physical abuse, verbal abuse, sexual abuse or harassment of campers and/or staff is prohibited and will result in dismissal.
❖ Gossip and negativity among the staff community are not tolerated and are grounds for dismissal.
❖ Personal pets/other animals may not be brought to camp.
❖ Each staff member will be given a staff shirt to be worn on opening and closing day of each session. Guidelines for what not to wear at camp will be provided during training. An easy way to gauge what is OK is to think about the type of work you will be doing - a lot of movement, bending over, etc...

Staff Profile: Dane

College/Major/Current job: I go to Indiana University-Bloomington and am pursuing a double major in Psychology and Criminal Justice.
Interests: I love reading, hiking, listening to/watching musicals, playing games, and kayaking.
Dream Job: I would love to work as a forensic psychologist in a youth rehabilitation center.
Why I work(ed) at camp: I worked at camp, because I wanted to work with kids in an environment that is fun and friendly! Plus, I love being able to work outside and have my job be something so fun!
Favorite thing at camp: My favorite thing at camp is being able to see how much the campers can grow in a single week. Whether that be growing as a mini community between the campers themselves or seeming them try and enjoy new experiences that they do not always get to experience in their everyday lives!
Favorite Quote: “In a gentle way, you can shake the world” - Mahatma Gandhi
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- Personal medication (prescription and over the counter) is not allowed in cabins/backpacks. The health of staff members is closely monitored. Illness or injury may preclude staff members from continuing work at camp. Workman’s compensation may not cover all cases; a staff member’s insurance provider would be financially responsible when so deemed. Decisions made regarding continued employment will be made by the camp administration and they will use several factors; the factors are recommendation of the in-house camp nurse, the recommendation of a licensed physician and the recommendation of the staff member’s direct support person.
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Benefits

Many of the benefits of working at camp are intangible, such as the stories, memories, laughter… Then there are those tangible and priceless artifacts such as a lanyard keychain, camp shirt, staff handbook, photos, and song book that we consider benefits. In addition, we offer:

- Comprehensive training
- Competitive salary

The Challenges of Working at Camp Rancho Framasa

While working at camp is fun and a great learning experience, you will also find challenges. We like to share the challenges with you so you can make an informed decision and know what to expect. Having strategies to work through these types of challenges, or having the ability to do so, can set you up for success in a camp position.

Lack of Privacy And “Alone Time”- Working with campers and staff members is a great way to build relationships but can be difficult day in and day out. You will be with people for most hours of the day so there is very little alone time.

The Need to Always Be “On” -You work 5 days a week. You are expected to participate and support campers in activities. It is your responsibility to be involved—having close proximity and engaging campers! You will also be expected to be upbeat, positive, humble (put campers first), and to keep the campers safe.

“Restrictive” Policies- Staff members are expected to follow the policies of camp. At times this may feel restrictive. You may disagree with the policies or how camp is run. However, it is expected that staff will have a positive attitude about camp, campers, and the staff. It is also expected that staff will approach the camp leaders with concerns and questions in a mature and thoughtful manner and not “gossip” about things they do not like.

“Envelope of Safety”- Keeping campers safe—emotionally and physically is your job! To be able to do this you will sometimes need to find a balance between being the fun counselor who is a “friend” and being the responsible adult who sets and enforces rules. This “envelope” that you create with clear boundaries will allow campers to explore and take “risks” in a healthy way. When hanging out with the campers, you may feel a “regressive pull” and have the tendency to act like a kid—just when you most need to act like an adult. You’ll need to resist the temptation to act childishly.

Difficulties with Campers- Campers are not perfect. They may assert their independence in difficult ways, such as disagreeing with you or complaining about seemingly everything. They may argue and call each other names. They might bully one another. They may be loud when you wish they’d be quiet and quiet when you wish they’d be loud. All of these things can happen at camp. You will learn and develop strategies to solve these issues, but there is no cure-all; your patience may be tested.

Other challenges to think about: Working at camp must be something you really want to do! Besides the challenges listed above, you may also face obstacles when deciding if camp is right for you. One of those obstacles is MONEY! If you only wish to make money—don’t work at camp. You can make as much or more working fast food, landscaping, or retail. If you are looking for something deeper that has meaning beyond money, camp is for you!
Staff Profile: Kathleen

College Major: Nursing
Interests: Lacrosse, Outdoors/Nature, Crafts/Art
Dream Job: Inpatient Pediatric Oncology Nurse at Riley Hospital for Children

Why I worked at camp: I fell in love with camp when I first came as a camper at age 13. I kept coming back as a camper and a junior counselor. Camp was always the highlight of my summer, so naturally it was my summer dream job. I love being outdoors, surrounded by God’s beautiful creation, and being able to play with kids all day! The atmosphere and culture of camp are so unique and special. Love, joy, and laughter radiates from every camper, counselor, animal, rock, tree, a ray of sunshine, and a drop of rain. CYO Camp holds a big place in my heart.

Favorite thing at camp: Everything!
Favorite Quote: “Not all of us can do great things. But we can all do small things with great love.” -Mother Teresa

How to Apply

● Complete the online APPLICATION at http://www.campranchoframasa.org/camp-counselor.html. Be sure to choose the number of sessions you are available to work.

● Be honest; failure to fully disclose information can be cause for rejection of your application/withdrawal of any offer of employment at any time. There is not a deadline for applying however most of the positions will be filled by May 1, 2021.

● References: New staff applicants are required to provide 2 references. List names and contact information on your application. Please list teachers, past or present employers or a member of the clergy. A reference link will be sent to those listed. References completed by co-workers, family members or friends will not be considered and will delay the application process.

● Someone may CONTACT you within two weeks to either arrange for an interview or to let you know the status of your application. If you have not been contacted and would like to know the status of your application, you may contact Angi at angi@campranchoframasa.org.