

# BYM Camps 2025

## Leader-in-Training, Overnight Camp (Seasonal)

Catoctin / Opequon / Shiloh

### The Opportunity:

BYM Camps is a family of four summer camps in the Appalachian Mountains of Virginia, Maryland and West Virginia, serving approximately 600 campers ages 9-17. BYM is recruiting Leaders-in-Training (LITs) for each of its three residential programs:

- [Catoctin](#), Thurmont, MD
- [Opequon](#), Harpers Ferry, WV
- [Shiloh](#), Stanardsville, VA

Reporting to the Camp Director, LITs live in rustic cabins with campers and assist with daily activities, group chores, and overnight trips.. The ideal candidate is creative, dynamic and collaborative, and is passionate about building inclusive communities with young people. This position provides the opportunity to gain leadership experience and real-world problem solving skills in a supportive environment.

Dates for this position are July 27 - August 10, which align with Session Three of the 2025 summer camp season. Compensation will be \$600 for those two weeks, plus room and board.

To apply, [complete and submit an application through our Staff Portal](#).

### Responsibilities:

- Learn techniques to make a fun, safe, and rewarding experience for campers.
- Engage with campers in a positive way and help set a fun and inviting tone at camp, and make sure that no campers are feeling left out.
- Work with and learn from Counselors on camper issues and concerns
- Make sure that rules are being followed consistently and campers are staying safe.
- Enthusiastically participate in group chores, meals, and daytime and evening activities.
- Learn to lead fun, safe, and enjoyable program activities
- Assist with kitchen duties as needed and assigned.
- Assist with bedtime routines and night counseling duties – reading bedtime stories, etc.
- Assist Counselors by accompanying campers or covering the cabin or activity when special circumstances require it (i.e. visits to the Health Center or dealing with homesickness)
- Participate in daily LIT cohort meetings, and be open and responsive to feedback.
- Be

on-time, well-rested, and ready to work for all meals, activities, and chore sessions.

**Requirements:**

- **This is a training position**, and staff in these positions must be able to follow written and verbal directions and seek help when something seems unsafe, unjust, or unclear. ● **This position requires good judgment**, and employees are expected to follow staff guidelines and local laws throughout their time at camp, even when on days off. ● **Must be able to communicate** clearly, compassionately, and directly with your campers, fellow counselors, and other camp staff.
- **Flexibility, adventure, and creativity:** You respond to camper needs, weather events, and scheduling adjustments with a positive and collaborative mindset, and a focus on safety. ● **Must be physically and mentally fit**, able to lift 30 lbs. and be on your feet most of the da ● **Must prioritize** the safety, wellbeing, and development of campers.

**Compensation and Benefit**

Counselors-in-Training are paid \$600 for the two weeks of Session Three, with housing and meals provided. A travel stipend is also available, please inquire as needed.

**Our Commitment to Inclusion:**

BYM Camps is an equal opportunity employer. **We strongly encourage** and seek applications from people of color, including bilingual and bicultural individuals, as well as women, and members of the lesbian, gay, bisexual, and transgender communities. We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application process and to perform essential job functions.

**Who We Are:**

BYM Camps is a family of four summer camp programs spread along the Appalachian Mountains of Virginia and Maryland, serving approximately 600 young people between the ages of 9 and 17. Operated and stewarded by the Baltimore Yearly Meeting Religious Society of Friends (Quakers), our four programs are unique and distinctive but tied together by a belief in the importance and value of every person. From hiking to canoeing to rock climbing, from organic farming to creative arts, from group games to group work, our campers develop the kind of self-knowledge and self-esteem that leads to personal, emotional, and spiritual growth. Our programs provide a meaningful and unforgettable summer experience, but more than that, they produce in campers a lifetime of lessons, confidence, and connectio

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Questions? Contact Brian Massey, Program Manager, BYM Camps, at [brian@bymcamps.org](mailto:brian@bymcamps.org).