

FIELD EXPERIENCE HANDBOOK



. LAKEBAY, WA .


GALLAGHER

www.campgallagher.org



Working at camp is a real job. Check all the boxes this summer:

Snag an internship that looks great on a resume.

Embrace opportunities to learn and practice professional, personal, and life skills.

Live in an environment designed for leadership growth.

Work a job that is also play.

Challenge yourself and learn how capable you are.

Make a positive impact.



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CAMP GALLAGHER

HISTORY

Founded in 2015, Friends of Camp Gallagher (Camp Gallagher) started as a grassroots effort to reopen a summer camp program on a beloved summer camp property in Lakebay, WA. When the original owners, the Catholic Archdiocese of Seattle, decided to sell the property, a group of alumni and camp supporters formed a nonprofit, started fundraising, and built a partnership with the new property owners formalized in a 30-year renewable lease. That partnership was built on the shared goal of stewarding the property to provide youth and family outdoor adventure experiences in perpetuity. Building on the 53-year camping tradition established by the previous operators, Friends of Camp Gallagher has run its new summer camp experiences for middle and high school youth, young adults, families, and adults since June 2016. Expanded use and access during non-summer months is the current priority of the organization, along with special attention to environmental stewardship and restoration of the 155-acre waterfront and forest property.

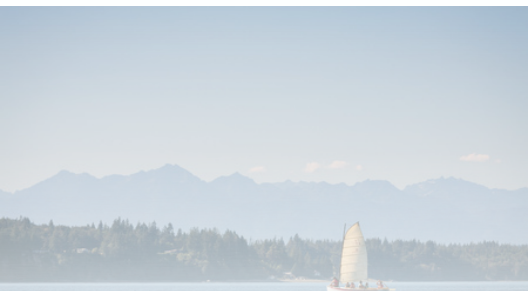


MISSION

Camp Gallagher, a place for discovery and adventure, provides opportunities for personal growth in a safe environment through challenge and exploration on land and water, giving campers improved self-confidence, life-long friendships, and an appreciation of their environment.

VISION

By experiencing Camp Gallagher, people value their unique role in our inter-connected world by loving and sharing their authentic selves, building relationships with people and place, loving and sharing their authentic selves, embracing challenges as opportunities, interacting with the environment with love and care, and celebrating community.



VALUES

Inclusion & Belonging

Camp Gallagher strives to create a safe environment for all campers and staff in which we not only welcome, but honor and celebrate each individual's identity. We believe that every young person should have the opportunity to discover, adventure, grow, and play in a supportive and loving outdoor setting. We are constantly working to improve our ability to create that space where campers and staff can be accepted as their full and authentic selves. Our specific objectives include:

- Provide financial access to Camp Gallagher by striving to remove financial barriers to experiencing camp.
- Strive to create racial diversity at Camp Gallagher and creating outdoor spaces where BIPOC campers feel safe and honored by employing diverse hiring practices, identifying and revising implicit biases and barriers, and providing ongoing staff training to implement strategies to support campers from all racial backgrounds.
- Respect and celebrate the gender and sexuality of all community members, including Lesbian, Gay, Bisexual, Transgender, Queer, Asexual, Intersex, and Two-Spirit (LGBTQUIA2S+) campers and staff through preferred cabin options, staff training to support all gender identities and navigation of age-appropriate questions, and the respectful use of names and pronouns.
- Make Camp Gallagher a place where campers of varying abilities and neurotypes learn, expand, and celebrate their own capabilities by supporting campers where they are and removing barriers to participation.
- Support varying dietary and medical needs through intentional menu-planning and employing trained health management staff who oversee camper health during camp sessions.

Recognizing Environmental Interdependence

At Camp Gallagher we believe that all parts of Gallagher ecosystem, are integral to the healthy and vibrant function of camp. Staff, campers, and visitors are invited to engage each other and the beautiful natural surroundings in order to better understand how all pieces fit together, to more intentionally care for the environment, and to more completely feel their participation within the larger Gallagher system. Through a combination of planned environmental education lessons and spontaneous opportunities afforded by the environment, and an ethic of simple living, campers and staff develop their ecological consciousness and establish strong habits for continued stewardship and conservation in their home communities.

Learning & Improvement

Camp Gallagher functions within industry best practices as indicated by the American Camp Association accreditation standards and ongoing research for continuous program and operational improvement, local health and safety requirements, training, and guidance from leaders in programming fields and updated research on youth development, including research on social and emotional well-being. Camp Gallagher also engages in regular feedback cycles with campers, parents, staff, and donors to ensure programs and organization practices continue to align with community needs.

GOALS

Campers will discover through...

- Embracing and observing the beauty of the world that surrounds them.
- Gaining self-esteem by learning new skills in cooperation with others.
- Building confidence through group activities such as the challenge and ropes course and overnight adventures.
- Showing courage through sharing ideas and taking risks to challenge themselves and others to push beyond their comfort level to learn and explore.
- Unwinding and unplugging while living each day from sun-up to sundown.
- Being empowered when learning to do something they never thought they could.
- Observing how the moon affects the ebb and flow of the tides.
- Learning competence in new situations.
- Gaining an appreciation of the out of doors through experiences in the forest and on the beach.



Campers will create through...

- Perseverance and problem solving.
- Building – sandcastles, forts in the woods, campfires, and meals.
- Keeping an open mind and listening to other ideas.
- Development of friendships and lasting memories while sharing daily experiences with friends.
- Community building while playing, boating, and spending time on overnights cooking with their lodge.
- Nurturing creativity, curiosity, and critical thinking while planning daily activities.
- Fostering an environment that will show others social responsibility while living in a community.



Campers will explore by...

- Gaining respect for the environment and learning how they impact the land they live on.
- Gaining navigation and water safety skills during two- or three-day overnights while sailing, canoeing, or kayaking in the south Puget Sound.
- Playing camp wide games and strategizing with their fellow team members.
- Hiking in a pristine, yet rustic outdoor setting on South Puget Sound.
- Acquiring boating skills while kayaking and canoeing on the south Puget Sound.
- Learning to be resourceful and grow and stretch as they tackle and problem solve new situations.



Campers will care through ..

- Sharing, reflecting, and building new friendships while telling stories and singing songs at sundown and campfire at the end of each day.
- Caring for others and discovering their personal strengths.
- Respecting others and the environment and gaining an understanding of their impact upon the land they live on.
- Sharing ideas and working together to create community.



WHO WE SERVE

Classic

- MS: 7th & 8th grade sessions
- HS: 9th-12th grade sessions
- Mostly local, western WA campers with handful from out of state & abroad

Expeditions

- 9th-10th grade sessions
- 10th-12th grade sessions
- Mostly local, western WA campers with handful from out of state & abroad

Young Alumni

- Former campers
- 18-20 years old
- Future staff

Grown up & Families

- Grownup: 21+ alumni & new community members
- Family: All ages

WHERE WE ARE



LOCATION & FACILITIES

Camp Gallagher is located on Case Inlet in the South Puget Sound region. The camp is located on a 155-acre waterfront and forested property. Camp facilities are rustic, allowing campers and staff a chance to unplug from technology and reconnect to the natural environment and their fellow camp participants. Staff share a communal staff cabin and take turns sleeping in the supervision cabins in camper lodge areas. Meals prepared by camp kitchen staff are shared family style in the camp dining shelter, and all camp members (staff and campers) participate in camp chores called details after every meal.





PROGRAM

Gallagher is a summer camp like no other. The cabins are rustic. The sunsets are stunning. Barefeet aren't only allowed, they're encouraged.

It's a place where middle schoolers and high schoolers can embrace nature, friendship, adventure and stewardship in a truly spectacular setting. Away from the stresses of homework and the pressures of social media, it offers teens a much-needed connection to each other and their natural environment.

HIGH SCHOOL SESSIONS

At Camp Gallagher, our high school campers take the lead. It's up to them to choose the week's theme, their daily activities and even the time they wake up each morning. Halfway through the week, lodge groups head out on overnights, paddling or sailing to a campsite on the South Sound where they sleep under the stars, cook their own food, and set their schedule according to the tides. Although always under the supervision of our highly trained staff members, campers are given the freedom to own their experience and contribute to camp in a truly meaningful way.

MIDDLE SCHOOL SESSIONS

During our middle school sessions, campers have the opportunity to try out the wide variety of activities Gallagher has to offer while building friendships, confidence, and new passions. Camper interest drives the groups' daily activities, but our staff also help push campers to expand their comfort zones by taking advantage of opportunities they might not otherwise explore. From working together on the low ropes course to learning more about how to paddle a canoe, from trying out new arts and crafts to playing beloved games like gaga ball and 9-square, we give campers both the support and the flexibility they need to surprise themselves.



CRAFTS - Get creative with help from our craft specialist and many fantastic craft supplies. We encourage campers to create a unique craft for a fellow camper in our end-of-session potlatch ceremony.



GAMES - BUMP, giant Jenga, Gaga, Sticks, Saving Private Ryan—we do it all here at Camp Gallagher! And don't forget about the most beloved Gallagher pastime of all, kickball before sundown.



SUNDOWN - The most iconic Gallagher tradition of all, Sundown is a chance for campers to gather, sing songs, share their thoughts with each other and bask in the unparalleled beauty of the Camp Gallagher sunset.



CAMPFIRE - What's camping without a real, roaring campfire? We end every night (other than 'theme night') with a campfire on the beach. Campers lead songs, from feet-stompin' favorites like 'Flea' to softer tunes like 'Ripple' played on the acoustic guitar.



CHALLENGE COURSE - Middle school and younger high school campers will focus on low ropes activities that help them connect with their lodge while older high school campers may have the opportunity to extend that collaboration on our vertical playpen.



BOATING - Boating has a big role at Camp Gallagher, with campers navigating the waterfront on canoes, kayaks, sailboats and even rafts of their own creation.

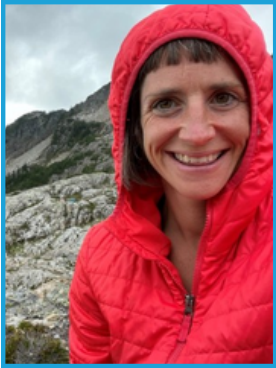


OVERNIGHTS - Explore the Puget Sound like Peter Puget! For one or two nights, we set course for campsites across the south Puget Sound, sleeping under the stars and cooking meals over an open campfire.



ARCHERY - Campers have a chance to compete against themselves as they learn new skills and techniques at the archery range.

SITE SUPERVISOR



Alison Mohrbacher, Executive Director of Friends of Camp Gallagher, oversees the internship and practicum program in collaboration with the onsite summer director. Alison has held many leadership positions at Camp Gallagher and other summer and spring camps, including on-site summer director, program director, head cook, and teacher-naturalist. Alison has a MS in Ecological Teaching and

learning from Lesley , and a BA in English from Gonzaga University, where she also obtained her secondary education teaching certificate. She brings 12 years of experience as a middle and high school classroom teacher during which time she taught English, social studies, leadership, and a social-emotional advisory curriculum. All of her courses had a focus on transdisciplinary curriculum and several included adventure, place-based learning trips. She has over 18 years of experience working in youth outdoor learning environments including traditional summer camps and elementary and middle school environmental education programs which included both overnight programs and daily programs integrated into the normal school day.



FIELD EXPERIENCE OPTIONS & SCHEDULE

- Internship: 11 weeks. All positions are full-time, live-on-site.
- Practicum: 5-60 day options. Positions are full-time, live on-site.
- Training & program set-up: June 10 - 20
- Programming: June 24 - August 25
- Program wrap-up, evaluation, and clean-up: August 26 - 28
- Compensation beginning at \$100 a day.

POSITIONS AVAILABLE

Internship or Practicum

- Alumni experience coordinator

The alumni experience coordinator plans and runs both the young alumni expedition and the Leadership Development Program (our counselor-in-training program for graduated campers). This position requires creativity in program development and delivery, communication skills in supervision and coaching of the counselors-in-training, collaboration with the summer director team and program staff to ensure LDP serves the larger goals of the classic camp experience, and adaptability and critical thinking in managing risk during the expedition. This internship is great for students pursuing degrees in recreation management & leadership, education, and teaching.

- Assistant director

Assistant directors at Camp Gallagher do a little bit of everything. Essential job functions include working with the director team to plan and deliver a comprehensive training session for all staff, supervising and coaching program specialists and lodge leaders in their delivery of the camper program, assisting in the management and care of facilities and equipment, evaluating programs and procedures for best and highest impact on camper experience, assessing and mitigating risk across camp activities, and organizing key logistics across operational areas. This internship is great for students pursuing degrees in recreation management & leadership, and nonprofit leadership

- Challenge course specialist

The challenge course specialist is responsible for designing and delivering challenge activities that are fun, appropriate to campers' age and abilities, relevant to small-group and individual goals, and follow procedures for minimizing risk. The challenge specialist typically spends a transformative 2-hour session with each lodge that will enable them to work together, develop friendships, and experience their inner power. As each group offers a completely new dynamic, the challenge specialist practices creativity, adaptability, and clear communication every day. The challenge course specialist also learn how to take care of the course and systematically track equipment needs. In addition to running the challenge course, the challenge specialist also works as a loyalty to a specific lodge group each week, giving the challenge specialist the opportunity to practice additional supervision and programming skills. This internship is great for students pursuing degrees in recreation management & leadership, sports management, and exercise science.

- Inclusion/support specialist

The inclusion/support specialist is driven to work with youth by a deep and loving curiosity for each individual, listens carefully and responds to challenges with patience and understanding, loves to enact positive changes on both a personal and

systematic level, and is flexible and open to new experiences each session. This position requires spending some time working with a specific lodge or camper and other time developing and delivering training and support to the staff at large to better support all campers. This internship is great for students pursuing degrees in human services, psychology, education, teaching, special education, and social work.

- Environmental education (nature) specialist:

The Environmental Education (nature) specialist designs and delivers place-based activities to help campers and staff experience, appreciate, care for, and understand the local ecology of Camp Gallagher. Each lodge group will participate in dedicated nature time, requiring the environmental education specialist to communicate with the group around interests and questions, collaborate with staff to build unique and transformative experiences, and adapt to different camper needs and environmental conditions. In addition to running the nature programming times, the environmental education specialist also works as a loyalty to a specific lodge group each week, giving the environmental education specialist the opportunity to practice additional supervision and programming skills. This internship is great for students pursuing degrees in environmental education and environmental studies.

Waterfront specialist

The waterfront specialists collaborate with each other and with other program staff to design and deliver tailored beach, swimming, and boating experiences for all lodge groups throughout the week. Delivery includes supervision of campers, lifeguarding, and management of additional lifeguards when needed. This position requires constant monitoring and adjusting in response to environmental factors, participant abilities and conditions, and group goals. Waterfront specialists also learn how to take care of the vessels and systematically track equipment needs. In addition to running the waterfront programming, the waterfront specialist also works as a loyalty to a specific lodge group each week, giving the waterfront specialist the opportunity to practice additional supervision and programming skills. This internship is great for students pursuing degrees in recreation management & leadership, sports management, and exercise science.

Craft specialist

Throughout the week, different lodges come to the craft shop for dedicated craft time, and the crafts specialist's job is to help each camper learn new arts and crafts skills, take risks, and have fun while creating for both themselves and others. At times, the crafts specialist may provide a group tutorial on a craft the whole group is interested in, like candle-

making or wood working. At other times, the craft specialist may provide one-on-one tutorials and support to campers as they work on different projects: crazy cool painted wooden signs, unique beaded necklaces, or whatever else might be sparking a camper's interest. The craft specialist is responsible from maintaining a clean and usable crafts space, managing inventory of supplies, and developing orders within a budget. In addition to running arts and crafts programming, the crafts specialist also works as a loyalty to a specific lodge group each week, giving the crafts specialist the opportunity to practice additional supervision and programming skills. This internship is great for students pursuing degrees in art education.

Practicum Only

● Health care manager

At Camp Gallagher, the healthcare manager works with the rest of the staff to make sure campers get both their scheduled medications and general first aid as needed throughout the session. Healthcare managers also inventory and order medical supplies and equipment and maintain accurate and detailed medical records according to state and American Camp Association standards. Nursing students can complete a practicum as the health care manager under the supervision of a registered nurse who will provide daily video consults and an onsite camp director.

● Expedition leader

Expedition leaders develop and deliver a tripping program that is appropriate to the age, ability, and interests of campers and responds to environmental conditions. During the expedition, leaders collaborate with each other to supervise campers within the tripping group and facilitate experiences and activities in support of camper and program goals. Expedition leaders ensure staff and campers follow established safety guidelines and must be prepared to enact written emergency procedures in the event of accident or illness. Expedition leaders also assist in the management and care of facilities and equipment. This practicum is great for students pursuing degrees in recreation management & leadership.

CAPSTONE PROJECTS

Most interns will complete a capstone project according to their degree program requirements. Site supervisors will support interns in designing and completing a significant, student-created and led project that benefits the camp. Some possible project projects are below:

- ✓ Critical review of program area manual and updated curriculum guides
- ✓ Action research project on program outcomes for camper participants
- ✓ Proposal for new or adapted program for summer 2025
- ✓ Off-season program implementation plan
- ✓ Proposal for challenge course expansion
- ✓ Updated training module on proper boating techniques for all different boats
- ✓ Workshop and/or training material for future staff training
- ✓ Updated property map with key locations marked for supporting specific camper outcomes
- ✓ Step-by-step plan for improving a program area's environmental sustainability

ADDITIONAL PERKS

- ✓ Transferable training on hidden curriculum, implicit biases, developmental stages and needs, risk and emergency management
- ✓ Program area trainings and certifications, as applicable (CPR, First Aid, AED, Lifeguard, ACCT, etc.)
- ✓ Resume workshops and guidance
- ✓ Community, fun, belonging, and purpose

WHAT'S NEXT?

- ✓ Speak with the internship & practicum coordinator at your school to discuss whether an internship at Camp Gallagher would enhance your studies.
- ✓ Apply for a staff position at Camp Gallagher. Indicate on the application that you are interested in an internship position.
- ✓ Complete the interview process for Camp Gallagher. If hired, work with Alison to submit the internship proposal to your school and begin the process.
- ✓ Email alison@campgallagher.org with questions.



“

Our son came home today so happy and excited to tell us all about his most favorite year at Gallagher. He is dirty, covered in scratches, exhausted from all of the fun, full of adventure stories, and has a pocket full of phone numbers from new friendships -- exactly the way a camper should come home! Thank you so much to all of the staff for rallying for Session 5 and helping all of the campers have such a magical week in so many ways. Special thanks to [his staff] for the epic overnight to Anderson which [our son] described as "the best 48 hours of my life."

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GALLÁGHER