

YMCA Camp St. Croix

2003 Teambuilding Staff Structure

Apprentice

\$6.00 / hour

- Current Red Cross (or equivalent) certification in CPR and First Aid.
- Less than 24 hours of Ropes Course experience.
- No training or certifications.
- A desire to learn more about facilitation set-up and techniques. Good sense of humor.

An Apprentice is allowed to “shadow” a Facilitator for no more than a total of 24 hours before either “challenging” for an advanced position, attending a training session or receiving an approved form of certification. This level is intended only to provide experience prior to leading groups.

Lead Facilitator

\$10.00 + / hour

- Current Red Cross (or equivalent) certification in CPR and First Aid.
- Advanced Red Cross certifications (First Responder, etc.) preferred.
- Certification from an approved Ropes Course vendor as a Facilitator.
- Familiarity with all types of Ropes Courses at YMCA Camp St. Croix.
- Minimum of 1,000 hours (cumulative) in Ropes Course Facilitation.
- Experience with diverse groups (preferred).

The Lead Facilitator will be responsible for coordinating the daily activities for the group. They will be responsible for determining rotations, making the initial contact with the arriving group and by completing the necessary paperwork at the completion of the program.

Facilitator

\$7.00 – \$10.00 / hour

- Current Red Cross (or equivalent) certification in CPR and First Aid.
- Advanced Red Cross certifications (First Responder, etc.) preferred.
- Annually attends a minimum of two-day of Ropes Course training programs at YMCA Camp St. Croix.
- Knowledge of “hard” skills for various Ropes Courses. This will include, but is not limited to, knots, belay devices, set-up, take down, basic rescue techniques, etc.
- Proven ability to lead and process teambuilding groups.
- Minimum of 24 hours of Ropes Course experience.

Facilitators serve as the leaders for all teambuilding activities. Staff with more experience in diverse areas are eligible for higher pay rates than those who are limited to specific Ropes Courses. (A “challenge” may be issued to increase your pay rate above the normal increase.)

Facilitator Trainer

\$14.00 + / hour

- Current Red Cross (or equivalent) certification in CPR and First Aid.
- Advanced Red Cross certifications (First Responder, etc.) preferred.
- Certification from an approved Ropes Course vendor as a Trainer.
- Familiarity with all types of Ropes Courses at YMCA Camp St. Croix.
- Minimum of 2,000 hours (cumulative) in Ropes Course Facilitation.
- Three letters of recommendation from past employers.

There will be a maximum of two Facilitator Trainers on staff at YMCA Camp St. Croix at any given time. The Facilitator Trainer will be required to hold current certification as a Trainer by an approved vendor, however preference for this level of certification will be given to those familiar with course construction, inspection and maintenance.

This person will be responsible for recruiting and training potential staff, developing “hard” and “soft” skills necessary for facilitation, contributing to the established activities and protocols and may be required to assist with group presentations and bookings.

Some concern has been raised over Teambuilding staff receiving a personal YMCA membership while not actively leading programs at YMCA Camp St. Croix. Starting in 2003, Facilitators who work less than 120 hours per year, not including training times, will have their complementary YMCA memberships revoked.