



## **Wilderness Wind Staff Benefit Summary** Short-term Staff (3-5 months)

1. Free room and board
2. Health Insurance will be covered by staff member and not by Wilderness Wind, Inc
3. Monthly Stipend: The following monthly stipend is used as a guide for summer staff who are committed to Wilderness Wind for an entire season (2.5 - 4 months in length varies per summer).

1 <sup>st</sup> Season	\$400/month
2 <sup>nd</sup> Season	\$500/month
3 <sup>rd</sup> Season	\$600/month
4 <sup>th</sup> Season	As discussed with Executive Director

The stipend is figured weekly to allow for weeks away from camp due to guests or time off.

During a person's first season, the monthly stipend is prorated for the summer. Those who are at camp for one month or less will receive room and board. Those who are there for two months will receive 1/2 of the monthly stipend.

Given that the WW season is typically 3-4 months in length, a staff person will receive the next season's stipend once a full season's term is completed. For example: a staff person who works a full season their second year at WW, but who worked one month the previous year, will receive \$400 each month for the first two months of their second year and \$500/month for the following months.

4. Training: It is preferred that trip leaders are certified in First Aid, CPR and Water Safety. Base camp staff are encouraged to take First Aid and CPR. It is expected that the training will be completed prior to the arrival to camp. Costs for the training will be reimbursed to the staff member by Wilderness Wind. To be reimbursed, staff members must turn in receipts to the office upon completion of trainings. Trip leaders may also have interest in taking a Wilderness First Responder course. Wilderness Wind will cover a portion of the expenses for this course.

5. Travel Reimbursement: Wilderness Wind covers necessary out of pocket travel costs for one round trip to and /from camp. Staff are encouraged to use the most economical and sustainable means of travel. Often staff are traveling from the same area and are able to travel together. In the latter part of the summer, depending on the timing of staff's departure date, staff may be able to carpool with campers.

If a staff vehicle is used for travel, additional reimbursement for wear and tear will be given whenever possible. The percentage of mileage covered increases the longer the staff has worked at Wilderness Wind.

Please keep travel receipts and turn them in upon arrival to camp. Vehicle repair in case of vehicle breakdown is the responsibility of the owner.

6. Time off: Days off will be scheduled according to trip schedules, camp routines, emergencies and concerns, and the staff's needs. Whenever possible, staff will receive the equivalent to two days off each week. Flexibility is needed in regard to days off as camper's schedules and needs are variable. Each staff person may schedule one week off in the course of the summer. Due to heavy workloads on weekends, staff weeks off are from Monday noon to Friday noon. If needed, the staff week off can be extended.

7. Guests Days: Guest days are free days for family and close friends of full-time staff. Guest days include meals and lodging. Lodging options are subject to availability (see #9). Guest days are calculated at 1 guest day/ month of employment at Wilderness Wind. Guest days can also be used towards overnight canoe trips. Each guest day is equivalent to a 10% discount off a regularly priced canoe trip for one person.

8. Family/Friends Discount: To make it more feasible for immediate family members and close friends to go on a canoe trip, canoe trip fees are reduced from the regular fee scale.

- Groups of less than 5 will be charged as per a group of five.
- A 5 % discount will be given to larger groups.

9. Lodging for guests:

*Pine Ridge*: The staff house occasionally has an empty bed/room. If using staff house space, the staff person needs to check with all staff to access how people feel about having guests in their shared living space. Other options at Pine Ridge (base camp) may be available depending on the trip and staffing schedules.

*Lakeside*: Staff friends and family are welcome to stay in the Lakeside cabins. Advance reservations are recommended as they are booked on a first come first served basis.

8. Personal Products: Wilderness Wind will purchase necessary personal products for staff. Items will include: shampoo, soap, toothpaste, and sun block, boot waterproofing, laundry detergent and feminine hygiene products. Also available at camp expense are First Aid supplies.

9. Tips: On occasion, trip leaders will receive a monetary gift from a canoeing or hiking group. At the beginning of each summer, full-time summer staff will decide how tips will be handled (ie: shared with all full time staff, kept by those who were tipped, etc.)

10. Vehicle Use: If other vehicles are not available, Wilderness Wind vehicles may be used in the Ely area. Personal use of vehicles beyond Ely, during days off or for additional trips to see family and friends will incur a per mileage fee. Vehicle use must be discussed prior to usage.

11. Retail: Camp's retail items are available to staff at a 20% discount from the regular price.

11. Returning for repeated summers: Experienced staff often return for subsequent summers. They help Wilderness Wind during a particularly full week or month, or simply only have one month available during any given summer. In these situations, staff will be reimbursed for their travel to and from camp if they are at camp for one month or more. They will also be paid a monthly stipend equivalent to the level of pay they were given during their last full season at Wilderness Wind. Total funds given can not exceed \$700.