



# Summer Programming Staff

Lead Pathfinder, Pathfinder, and Assistant Pathfinder



*TomTod Ideas is a youth development nonprofit in NE Ohio that listens to, honors, and advocates for middle schoolers.*

*Yep. You read that right. Middle schoolers, and only middle schoolers.*

*We create programming specifically for 10-14 year olds because we think their perspective is valuable and necessary for the community. Since 2012, we've helped thousands of middle schoolers discover and love their community while finding ways to help it thrive. Using the latest research about early adolescent development, our programming allows students to explore idea creation through a community-focused, developmentally appropriate lens.*

*During the summer months, we turn our attention to curating an array of summer learning opportunities. Summer camp iterations range from community-based, 4-7 day camps to school-partnered immersive learning experiences, all centered around the needs, ideas, and perspectives of middle schoolers. These learning experiences are flooded with a heavy dose of fun, quirkiness, and imagination, together creating unique summer learning adventures.*

*All of our Summer Staff are an integral part of our Summer Programming team. You will empower early adolescents, help camp logistics run smoothly, impact a wide variety of communities in NE Ohio, and create a positive impact on our campers' lives.*

# LEAD PATHFINDER POSITION INFORMATION

Lead Pathfinders will collaborate with Adventure Curators by co-leading morning meetings, assigning Assistant Pathfinders and Pathfinders roles for each day. They will also help with transportation, mentoring campers, co-leading group games and activities, keep things safe, and most of all, make camp fun! Staff are responsible for empowering early adolescents, making camp logistics run smoothly, and creating a positive impact on campers' lives. Lead Pathfinders are fun-loving and focused leaders who make all summer programming experiences fun, safe, and engaging learning opportunities while having incredible experiences alongside campers as they co-explore the community.

Position: Lead Pathfinder

Pay: \$17/hour

Dates of Employment: May 27 - July 29, 2025

Responsibilities will primarily be during daytime hours on weekdays. *Dates include staff training, camp weeks, and staff closing.*

Location: Summer programming is implemented in a variety of locations throughout Stark and Summit counties, dependent on weekly partnerships. Lead Pathfinders are responsible for having reliable transportation to and from camp sites.

All summer programming staff must complete a background check (paid for by TomTod Ideas).

Apply by submitting a resume and cover letter to [summer@tomtodideas.org](mailto:summer@tomtodideas.org)



# SUMMER PATHFINDER POSITION INFORMATION

Summer Pathfinders are at the heart of our summer programming experiences - they mentor campers, lead group games and activities, keep things safe, and most of all, make camp fun! Staff are responsible for empowering early adolescents, making camp logistics run smoothly, and creating a positive impact on campers' lives. Pathfinders are fun-loving and focused leaders who make all summer programming experiences fun, safe, and engaging learning opportunities while having incredible experiences alongside campers as they co-explore the community.

Position: Summer Pathfinder

Pay: \$14/hour

Dates of Employment: May 27 - July 29, 2025

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Location: Summer programming is implemented in a variety of locations throughout Stark and Summit counties, dependent on weekly partnerships. Pathfinders are responsible for having reliable transportation to and from camp sites.

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# ASSISTANT PATHFINDER POSITION INFORMATION

Assistant Pathfinders are an integral part of the summer programming experiences - they participate in so much of what makes our camps fun and unique, while also supporting and encouraging campers by assisting lead staff with logistics and preparation. Assistant Pathfinders are fun-loving and focused high schoolers who make all TomTod summer experiences run smoothly while having incredible experiences alongside campers as they co-explore the community. Assistant Pathfinders must have completed 10th, 11th or 12th grade.

Position: Assistant Pathfinder

Pay: \$11/hour

Dates of Employment: May 27 - July 29, 2025

Responsibilities will primarily be during daytime hours on weekdays. *Dates include staff training, camp weeks, and staff closing.*

Location: Camps are implemented in a variety of locations throughout Stark and Summit counties, dependent on weekly partnerships.

Assistant Pathfinders are responsible for having reliable transportation to and from camp sites.

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# SUMMER STAFF RESPONSIBILITIES



- Fully participate in camp staff training.
- Assist with camp set up and tear down; be capable of physically transporting needed materials for programming (lift and move up to 30 lbs).
- Actively engage in all camp activities, learning and exploring with campers.
- Interact appropriately with adolescents, having fun while working in a mentorship role.
- Ensure and maintain awareness of camper safety and appropriate conduct.
- Stay on camp schedule with campers and travel to camp activities promptly.
- Communicate with campers and parents before, during and after camps.
- Invest in campers' learning throughout the week by asking questions, listening, and facilitating idea-generation activities.
- Lead group games and activities.
- Assist with camp and camper observations and evaluations to ensure programmatic efficacy.
- Exemplify respect and care for the facilities and spaces we explore and use.
- Have reliable transportation to reach a variety of camp locations throughout Stark and Summit counties.

**HAVE FUN!** Fully engage every week and enjoy an incredible summer.

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# TOMTOD IDEAS STAFF DNA

- Superfans of middle schoolers with a strong affinity for building relationships, creating fun, and mentoring.
- Self-starters with high ability at self-discipline and self-direction.
- Team players and ready to operate in a collaboration-oriented atmosphere that includes a high level of interaction with middle school campers, camp staff, camp volunteers and community collaborators. Able to facilitate consistent yet personalized communication across these diverse groups.
- Able to operate in an environment with a diverse set of challenges, balancing multiple tasks simultaneously while prioritizing intuitively.
- Desire to build and engage with a team culture with staff and students at TomTod Ideas with high values on excellence, experience, and empowerment.
- Creative thinking and innovation-oriented: You can solve problems, think creatively, and have fun doing it!
- Proactive and mature in dealing with conflict, personnel issues, and community engagement.
- Able to efficiently organize, communicate, delegate, and complete tasks, while working alongside volunteers and staff to see ideas through to completion.

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# JOIN THE TEAM!

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Questions?

Email us at [summer@tomtodideas.org](mailto:summer@tomtodideas.org) or

call us at 330.617.4753

