



THE GLOW & YMLP YOUTH DEVELOPMENT PROGRAM

Our Mission: To empower young people by providing them with the skills to become confident, inclusive, and proactive leaders in their communities. This mission is realized through non-formal, experiential education and strengthened by mutual collaboration with socially-responsible community members.

Our Team: Camps GLOW (Girls Leading Our World) and YMLP (Young Men's Leadership Project) are implemented by YMCA in partnership with Peace Corps. Camp staff is comprised of YMCA, Peace Corps Volunteers, and GLOW & YMLP camper alumni.

Questions? contact@ymcabitola.org.mk

WHY VOLUNTEER WITH US?

- **Leadership Exposure:** Develop skills in public speaking, classroom management, mentorship, and problem solving
- **Operations Experience:** Learn the "behind-the-scenes" operations and logistics of the region's premier leadership camps
- **Networking Opportunities:** Meet and collaborate alongside an international community of Peace Corps Volunteers and Youth-Sector Leaders from across the country
- **Youth Empowerment:** As a volunteer, you will serve as a role model and support youth in exploring their ideas and realizing their inherent potential. Many of our staff and campers become lifelong friends.
- **Free Food and Accommodation:** YMCA will cover all food and housing costs during the duration of the camp program. *We ask that staff fund their own transportation costs.*

NOW ACCEPTING APPLICATIONS FOR THE FOLLOWING POSITIONS

Assistant Coordinators* — Experienced camp staff seeking to co-lead projects across one of our core operating areas [See Last Page]

Counselors* — Positive and energetic role models to lead and mentor a group of campers throughout GLOW / YMLP

Facilitators* — Formal or Non-formal youth educators who are passionate about leadership and life-skills education

Support Staff* — Detail oriented personnel who support camp operations including: inventory management, meal prep, and safety checks

Logistics Intern — Former campers excited to learn and support background camp operations: managing inventory, campsite setup etc.

Media Intern — Former campers with a passion for graphic design, photography, and videography to support the GLOW & YMLP Media Strategy

CIT (Counselor in Training) — Former campers excited to learn new skills in leadership and co-lead camper groups with a Counselor mentor

***Age 18+ Required for these roles**

Completed Applications
Due January 24th:

YMLP Camp: July 12-21, 2020
[GLOW / YMLP Staff Application](#)

GLOW Camp: July 22-Aug. 1, 2020
[GLOW / YMLP Staff Application](#)

GENERAL INFORMATION

GLOW 2019 / BEGOVA KORIIJA



Girls Leading Our World (GLOW) and **Young Men's Leadership Project (YMLP)** – are eight-day, multi-cultural camps for 80 young men (YMLP) and 80 young women (GLOW) that promote leadership, civic engagement, and friendship. Camp GLOW has been held every summer since 2002 and YMLP camp since 2006.

The camps will take place on the Begova Korija campground near Krushevo in an outdoor, mountain setting. During their stay, campers rotate between sleeping in cabins or in tents. The curriculum includes courses focused on: civic responsibility, leadership, personal development, environmental awareness, youth employability, creative expression, and outdoor activities. YMLP and GLOW encourages the young leaders to create positive changes in their communities which is then realized after camp in the annual clubs program across the country.

TYPICAL CLASSES AND CAMP SCHEDULE

- **Civic Responsibility** – Campers learn about how to become more active participants in their community
- **Personal Development (YMLP only)** – Campers learn new tools in personal assessment and emotional health
- **Leadership** – Campers become role models in their communities
- **Environmentalism** – Campers learn how to appreciate and positively impact the environment
- **Youth Employability** – Campers learn how to develop and market their skills for future employment
- **Women's Empowerment (GLOW Only)** – Campers are empowered to become equal partners and decision makers in their communities

7:00 – 7:30	Wake-Up
7:30 – 8:00	Line-Up and Announcements
8:00 – 9:00	Breakfast
9:00 – 9:55	Class 1 (e.g., Civic Responsibility)
10:00 – 10:55	Class 2 (e.g., Leadership) + Snack
11:00 – 11:55	Class 3 (e.g., Personal Development)
12:00 – 12:55	Teambuilding
13:00 – 14:30	Lunch & Free Time
14:30 – 15:30	Class 4 (e.g., Youth Employability)
15:35 – 16:30	Class 5 (e.g., Environmentalism) + Snack
16:35 – 17:30	Elective
17:35 – 18:30	Rotated Break
18:35 – 19:30	Dinner
19:30 – 20:30	Elective
20:35 – 21:30	Free Time
21:30 – 23:00	Camp Fire and Lights Out

Completed Applications
Due January 24th:

YMLP Camp: July 12-21, 2020
[GLOW / YMLP Staff Application](#)

GLOW Camp: July 22-Aug. 1, 2020
[GLOW / YMLP Staff Application](#)

CAMP LEADERSHIP ROLES [Age 18+ Required]

10 ASSISTANT COORDINATORS [5 GLOW, female only / 5 YMLP]

The YMLP / GLOW Program is led by a team of Lead & Asst. Coordinators across our core work areas. For 2020, YMCA is seeking **2 motivated and experienced** staff members for a 1 year commitment for each of the work areas below. Each asst. coordinator will support the assigned lead coordinator on executing and co-leading projects in one of the respective work areas below:

- 2 Asst. Coordinators, Clubs – Focused on developing regional alumni clubs including: training the club mentor team, mentoring individual clubs on their service projects, and building the YMLP / GLOW Clubs social media strategy
- 2 Asst. Coordinators, Programming – Focused on improving and developing the YMLP / GLOW leadership curriculum
- 2 Asst. Coordinators, Communications – Focused on developing the YMLP and GLOW social media and marketing strategy
- 2 Asst. Coordinators, Logistics – Focused on managing the camp inventory and ensuring all campsite cabins and facilities are safe for use
- 2 Asst. Coordinators, Counseling – Focused on developing counseling team, organizing teambuilders, and developing the CIT training program

CAMP STAFF ROLES [Age 18+ Required]

20 FACILITATORS [10 GLOW, female only / 10 YMLP]

Seeking Formal / Non Formal EDUCATORS to:

- Facilitate classes and electives as determined by you and the Programming Coordinator
- Collaborate on developing lesson plans and materials with Co-Facilitator (classes taught in teams)
- Participate & support non-classroom events: Field Day / Olympics, Career Exploration Fair, Service Project

16 COUNSELORS [8 GLOW, female only / 8 YMLP, male only]

Seeking HIGH ENERGY role models to:

- Oversee the emotional and physical wellbeing of a team of 8-12 campers. All counselors will share rooms and meals with their camper teams.
- Mentor and train assigned Counselor-In-Training (campers who previously attended GLOW / YMLP)
- Report any behavioral or emotional issues to the Lead Counselor and YMCA

16 SUPPORT TEAM [8 GLOW, female only / 8 YMLP]

Seeking DETAIL-Focused team members to:

- Assist in camp operations as directed by Logistics Coordinator: field and trail clearing, inventory management, equipment checks, campfire setup / teardown, meal preparation
- Setup the supplies and equipment for all major events: Field Day / Olympics, Career Exploration Fair
- Perform if needed a night guard shift from 23:00 to 06:00

HIRING TIMELINE

- **January 8**
Open Call for Staff Applications
- **January 24**
Staff Application Deadline
- **Early Feb.**
Staff Applicant Interviews (Virtual via Skype / Google)
- **Early March**
Notification of Decision
- **Late March**
Mandatory Staff Training

QUESTIONS?

contact@ymcabitola.org.mk

STAFF-IN-TRAINING ROLES [Age 15-18 Accepted]

16 CIT (Counselor-in-Training) [8 GLOW, female only / 8 YMLP, male only]

Seeking the most ACTIVE and ENGAGED camper alumni to:

- Co-lead and co-mentor a group of 8-12 campers during YMLP / GLOW 2020
- Develop the leadership skillset required to become an effective counselor

2 Media Interns [1 GLOW, female only / 1 YMLP]

Seeking ARTISTICALLY-inclined camper alumni to:

- Capture and edit photos, camper testimonials, and video throughout YMLP and GLOW camp program
- Utilize photoshop and graphic design software to create informational brochures and graphics for the YMLP / GLOW social media pages

2-4 Logistics Interns [2 GLOW, female only / 2 YMLP]

Seeking HARD-WORKING camper alumni to:

- Intern with the support staff team and support daily camp operations: campground setup, meal prep, event setup etc.
- Develop your operations skillset under the guidance of the lead logistics coordinator

Completed Applications
Due January 24th:

YMLP Camp: July 12-21, 2020
[GLOW / YMLP Staff Application](#)

GLOW Camp: July 22-Aug. 1, 2020
[GLOW / YMLP Staff Application](#)