



# BUYER'S GUIDE

## TABLE OF CONTENTS

Apparel & Promotional Products - 1 & 2

Business Services - 3 & 4

Equipment, Training & Program Supplies - 5 & 6

Insurance - 7

International Staff - 8

Management Software - 9 & 10

Marketing - 11

When making those important purchasing decisions for your camp, please consider our wonderful Business Affiliates first! For your convenience, each Business Affiliate contact, phone number, website (with link), and brief description of their product or service is listed on the following pages.

*The companies listed herein are members of WAIC and have provided their own copy for this guide. The inclusion of a listing does not express an endorsement from the Western Association of Independent Camps.*

**You can also visit [www.WAIC.org/camp-products-and-services/](http://www.WAIC.org/camp-products-and-services/) for a directory.**



**Check out WAIC's New Business Affiliates!**

# APPAREL & PROMOTIONAL PRODUCTS



413 Strengthgear

**Contact: Royleane Allen**  
**rallen@413sga.com**

**(903) 939-8536**  
**[www.413sga.com](http://www.413sga.com)**

*Your Story, Our Passion:* Summer camps create lasting memories, and 413 Strengthgear creates memorable camp merchandise to share those memories. From concept to delivery, we work with you each step of the way to create your original t-shirt, water bottle, sticker, backpack, and much more. From the beginning of a project to delivery, our team's focus is on making the process of design creation and product ordering simple, dependable, and reliable. View our Apparel and Gift Catalogs on our website or reach out to us for design inspiration and product ideas.



**Contact: Katie Anderson**  
**kanderson@genumark.com**

**(416) 924-8181**  
**[www.genumark.com/camp-rightsleeve/](http://www.genumark.com/camp-rightsleeve/)**

Camp is in our roots, it's how we got our start. Each member of our expert team was once a camper themselves, which is why we understand first-hand the emotional connection camp merch can bring—and that's what helps us make the unforgettable experience of attending camp last forever. In 2019, we became a part of Genumark, Canada's leading distributor of promotional products. Becoming part of this fantastic company only enhanced our dedication to creating the best tuck shop programs for our camps, so reach out with any program needs – we are here to help!



**Contact: Dan Gonzalez**  
**dan@campfireplayer.com**

**(650) 735-1085**  
**[www.campfireplayer.com](http://www.campfireplayer.com)**

We're parents first, and entrepreneurs second. We understand the challenges devices bring to our kids' lives, but also appreciate how music can enrich their hearts, souls and minds. That's why we created the Campfire Player. All of their music, through all of the modern streaming services, with none of the distraction.



**Contact: Matt DeMuth**  
**matt@cnmfg.com**

**(866) 304-5362**  
**[www.EverythingSummerCamp.com](http://www.EverythingSummerCamp.com)**

Your one-stop-shop for summer camp. Get camp trunks, duffels, clothing name labels, camp gear, apparel, and more. Over 30 years in business.



FOUR IRON APPAREL

**Contact: Jim Gallup**  
**fourironj@comcast.net**

**(303) 919-7342**

Jim Gallup has provided quality logoed apparel and promotional products to the camping industry ON TIME, for 36+ years. Is it price, brand, quality, ease of ordering, or vendor trust and loyalty that drives your product/vendor choices? We ask that you allow Four Iron the opportunity to quote on the staff shirts, hoodies, basic and fashion tri blend t-shirts, jackets, blankets/towels, drinkware, and all categories of promotional products. Send us information on the products, styles, brands, and colors you are looking for and we will reply by email with direct links on in stock products/colors/sizes. We suspended our general website last year and now we source and suggest specific brands and colors that really are AVAILABLE TODAY. Please contact Jim by phone or email with product questions and vector art or logo concepts, so we can provide pricing, product availability, and virtual mock-ups for your review.



**Contact: Tammy Jensen**  
**TJensen@FunExpress.com**

**(800) 228-2003**  
**[www.funexpress.com/corporate](http://www.funexpress.com/corporate)**

Fun Express, the corporate subsidiary of Oriental Trading Company - extends discounts and free shipping to all WAIC members. Seasonal Items, Arts & Craft Supplies, STE(A)M, Custom T-Shirts, Name Brand Candy and so much more! 800-228-2003 or your Rep!



**Contact: Jared Florence**  
**jared@incrediblegroup.com**

**(416) 663-9900**  
**[www.incrediblegroup.com](http://www.incrediblegroup.com)**



Incredible Incentives is your solution for fresh, unique and customized promotional items! We make a bold statement for your brand's marketing campaigns, events, retail, gifting and more. Our team brings your brand to life with creative, on trend products – customized for you, and sourced on time and on budget. Known for providing innovative product solutions to a wide range of industry sectors, we are constantly curating original ideas, setting trends and leveraging our international network to ensure best selection – for two decades! We design, source and customize any item for your company's branding.



**Contact: Anne Joyce**  
**sales@libertyclothing.com**

**(905) 671-2335**  
**[www.libertyclothing.com](http://www.libertyclothing.com)**  
**[www.libertyclothingwholesale.com](http://www.libertyclothingwholesale.com)**

Liberty Clothing: Pioneering Sustainable Apparel & Merchandising Since 1989. Since our inception, Liberty Clothing has been at the forefront of sustainable, high-quality clothing, accessories, and graphics designed to stand the test of time. We are passionate about delivering comprehensive retail merchandising solutions, innovative staff and camper incentives, and custom promotional designs that capture the spirit of every organization we partner with. Our expertise goes beyond creating products — we offer a turn-key merchandising program that simplifies the process from concept to fulfillment, empowering businesses and camps with tailored solutions that make an impact. As proud members of WAIC and ACA, we uphold our responsibility to make a difference. Sustainability is at the heart of what we do, from sourcing eco-conscious materials to implementing ethical production practices. Additionally, we donate 1% of our profits to youth development programs across North America, nurturing future generations. Choose Liberty Clothing for meaningful, sustainable merchandise that drives engagement and supports a brighter future.



**Contact: Nick Coffing**  
**nick@messhallmerch.com**

**(317) 363-8814**  
**[www.messhallmerch.com](http://www.messhallmerch.com)**

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**Contact: Toby Hancock**  
**toby@stickersandmore.com**

**(812) 486-7043**  
**[www.stickersandmore.com/camp/](http://www.stickersandmore.com/camp/)**

Stickersandmore.com has been your trusted source for the best stickers on the planet—but we're so much more! We've got you covered from premium screen-printed apparel and headwear to top-selling camp store promos, patches, magnets, displays, and custom printing. Our award-winning in-house design team, expert support, and outstanding customer service are here to elevate your camp's brand. More than just a vendor, we're your long-term partner in success!



**Contact: Jordan Pridemore**  
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**(205) 997-7533**  
**www.bowlinehq.com**



Bowline is a Birmingham-based modern bookkeeping, accounting and CFO team passionate about working with camps and empowering owners, directors and staff to impact the lives and futures of the children they serve. We believe that modern technology is your most valuable tool to win back your time to your mission: your campers.



**Contact: Kenny Brook**  
**kbrook@cliq.com**

**(949) 633-2456**  
**www.cliq.com**

Cliq is an innovator in financial technologies, making it easier for Camps to transact with your parents and your employees. Through Credit Card and ACH/eCheck processing, Paycards, and Expense Cards, Cliq has the solutions to serve and support your business. We have the experience to foresee your challenges and offer creative solutions to the problems you didn't know you had.



**Contact: Cory Jones**  
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**(760) 703-2681**

California Camp Realty was established in 1985 with the mission to preserve California's camp heritage. We only broker camps with existing Use Permits. We can sell, buy, or lease your camp. We can also broker established camp businesses. The owner, Cory Jones, is an ACA Certified Camp Director. As a member of WAIC, he is committed to preserving California's camps. A portion of commissions is donated to ACA accredited camps.



**Contact: Kyle Ungerman**  
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**(747) 336-2997**  
**www.bankingcrowded.com**



Why should it be so difficult to pay your foreign counselors? Crowded works with over 100 camps across the country. No SSN is required for international staff. Offer them digital and physical debit cards that work in their home country. Send money home directly from our app. Issue cards for camper spending.



**Contact: Mateen Rosenblum**  
**mateen@mydearscout.com**

**(310) 472-7474**  
**www.mydearscout.com**

Dear Scout is the first and only camp-specific Employee Assistance Program, helping you support your staff by connecting them to licensed mental health professionals with camp experience. We know that camp staff aren't "leaving their problems at the gate," so Dear Scout provides on-demand, one-on-one teletherapy sessions to your counselors during the summer, while they're working for you. Whether they need a little help dealing with life transitions or an outside resource for coping with the stressors or working at camp, our clinicians take the burden off your leadership team and help your staff focus on being their best selves. It's a great benefit to talk about in your recruiting, too! Dear Scout is an ideal complement to all the other things you do to foster a supportive environment in which your camp staff thrive.



**Contact: Joel Bennett**  
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**(224) 786-1811**  
**[www.deepdivehr.com](http://www.deepdivehr.com)**



Our experienced team of Fractional HR Consultants takes day-to-day payroll, benefit, and employee relations tasks off your plate so that you can focus on growing your business. We are trusted in-house People Partners, while delivering maximum flexibility towards your bottom line.



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**[nick@fairwindsconsult.com](mailto:nick@fairwindsconsult.com)**

**(207) 200-5228**  
**[www.consultforcamp.com](http://www.consultforcamp.com)**



Through Fairwinds Camp Consulting, Dr. Nick Teich provides executive coaching for camp directors, helping them navigate what it means to be a director in today's times, saving them stress, money, and helping them achieve their camp's goals. Nick also provides mental health consulting and training, and a variety of other services. Nick is a camp founder and former director, social worker, and moderator for ACA New England's director groups.



**Contact: Brandon Dudley**  
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**(513) 545-5542**  
**[www.firstcharterbus.com](http://www.firstcharterbus.com)**

First Student is North America's largest and most trusted provider of chartered yellow school bus transportation because we have the best drivers, buses and customer service.



**Contact: Michelle Evergerd**  
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**(714) 678-8803**  
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Safe, reliable, charter bus transportation for your camps. Our real time vehicle GPS tracks day-of transportation, and can then be shared with the parents. Parents can track the shuttle's progress with any smartphone or computer and see (live time) their child traveling to/from Summer Camp. New vehicles, charging ports, restrooms, HDMI connection, WiFi, \$35Million Insurance!! Bus Yard locations in Sacramento, San Jose, Los Angeles, Anaheim, San Diego. We cover all of California!



**ShipCamps**

**Contact: ShipCamps**  
**[sales@shipcamps.com](mailto:sales@shipcamps.com)**

**(855) 540-2267**  
**[www.shipcamps.com](http://www.shipcamps.com)**

Preparing for camp should be exciting—not stressful. Ship Camps makes it simple to send your camper's bags and trunks directly to camp and back home again. Skip the hassle of lugging heavy luggage and check one more thing off your to-do list with reliable, door-to-door shipping.

# EQUIPMENT, TRAINING & PROGRAM SUPPLIES



**Contact: Matt May**  
[matt@4pointsguides.com](mailto:matt@4pointsguides.com)

**(844) 474-8433**  
[www.4pointsguides.com](http://www.4pointsguides.com)

CPR, Wilderness First Aid and Wilderness First Responder Training; Summer program trip development, logistics and guide services.



**Contact: Paul Hancock & Nick Redinger**  
[info@challengeworks.com](mailto:info@challengeworks.com)

**(831) 440-1421**  
[www.challengeworks.com](http://www.challengeworks.com)

We are all things Aerial Adventure and Ropes/Challenge Courses! California bred and based; we have been proudly supporting California camps and their aerial adventure operations for 25 years! Whether you need a new course designed and built, your existing course inspected and maintained, your staff trained and certified, or new harnesses and helmets, we've got you covered. Our mission is to support you and keep your courses and staff top notch. ACCT PVM. CA LICENSED.



**Contact: Sean Zimmerman**  
[info@rmsunscreen.com](mailto:info@rmsunscreen.com)

**(303) 940-9803**  
[www.rmsunscreen.com](http://www.rmsunscreen.com)

Coral Isles Sunscreen, a product of Rocky Mountain Sunscreen offers unique cost-effective gallon and quart size bottles. We have a bonding base formula that interlocks with your skin allowing it to stay on better and last longer. Our Sunscreen is a light non-greasy lotion that does not leave your skin feeling sticky. CIS is fragrance free, water resistant (80 min), hypoallergenic, and provides broad spectrum protection. Our bonding base formulas provides superior protection in the water.



**Contact: Gary Indjian & Kevin Cimino**  
[ccsorders@creamcomeats.com](mailto:ccsorders@creamcomeats.com)

**(303) 940-9803**  
[www.creamcomeats.com](http://www.creamcomeats.com)



We're on a mission to transform the meat industry by building a more sustainable and transparent food system. After a decade in the Bay Area food scene, we founded Cream Co. in 2016 to bridge the gap between small regenerative farms and large-scale distribution. Today, we partner with over 20 family-owned producers, championing animal welfare, flavor, and transparency—redefining how people access and enjoy responsibly raised meat.



**Contact: Brandi Sash**  
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**(866)248-4520**  
[www.foodandsupplysource.com](http://www.foodandsupplysource.com)



Food and Supply Source revolutionizes your camp's food operations with streamlined solutions in menu planning, nutritional analysis, budgeting, ordering, delivery, inventory management, portion control, and product variety. Our expert negotiations with top-tier suppliers allow us to secure unbeatable pricing tailored for your camp. Through our powerful group purchasing program, you'll save an impressive 10-35% on premium-quality food and supplies—unlocking huge savings and better value for your camp!





**Contact: Peter Duncan**  
**originalmattress@gmail.com**

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**www.themattressfactory.com**

We have been supplying camp mattresses, replacement covers, bunk beds, innerspring dorm mattresses and more to many WAIC camps and across the USA. Please call for a quote today! We are here to serve you with the best quality and price.



**Contact: Harold Gordon**  
**info@nature-watch.com**

**(800) 228-5816**  
**www.nature-watch.com**

Nature Watch provides quality nature based craft projects and nature center supplies. Any staff member can become your nature instructor using Nature Watch craft kits. Kits come with a detailed Instructor's Manual and are fully prepared to save staff time. Themes include nature, science, ecology, animals, Native American games and much more. Looking for displays, replica skulls, posters or other nature center supplies, we've got hundreds. Nature Watch has been serving WAIC camps since 1987.



**Contact: Michael Johnson**  
**mjohnson@signatureresearch.com**

**(770) 577-8048**  
**www.signatureresearch.com**

Signature is a global full-service design/build Aerial Adventure company serving clients since 1979. With offices in Georgia, California, N.C. and Washington, we design, engineer, install, provide training and program reviews throughout North America, South America, Caribbean, Europe, Africa, and Asia. Signature provides equipment sales through our Outdoor Outfitter store, "Nature Outfitters." We are a Professional Vendor Member (PVM) of the Association for Challenge Course Technology (ACCT) and active members of ASTM.



**Contact: Rich Lowry**  
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**(615) 672-0229**  
**www.trinity-usa.net**

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**(570) 226-4571**

**[www.amskier.com](http://www.amskier.com)**

For over 105 years, summer camp has been an integral part of the AMSkier world. Today, AMSkier is a strategic partner for summer camps across the country, building personal relationships and providing valuable resources that surround the insurance transaction. Every day, AMSkier is proud to partner with its camps to help make them safer. AMSkier is a family business, now in the third generation of Skier family leadership. Henry, Jeffrey, Aimee and the experienced, caring AMSkier Staff eat, sleep and breathe summer camp.



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**Contact: Darrow Milgrim, Nat'l Director, School & Camp Programs**

**darrow\_milgrim@AJG.com (818) 539-8668**

**[www.AJG.com](http://www.AJG.com)**

Gallagher provides specialized insurance, risk management and employee benefits consulting to more than 600 camps & camp conference/retreat centers in North America. Our services are custom tailored to help mitigate your risks at camp while minimizing costs. Our capabilities extend far beyond insurance brokerage and include loss control, claim advocacy, enterprise risk management and much more. As a strategic partner, we can help you navigate COVID-19 issues, cyber risk, crisis management, disaster recovery, healthcare reform and other challenges. Visit us at: [www.AJG.com](http://www.AJG.com) or call 866-304-2300 x8668 for a camp consultant near you.



**Contact: General**  
**community@redwoodsgroup.com**

**(919) 656-2569**

**[www.redwoodsgroup.com](http://www.redwoodsgroup.com)**

As an insurer who only serves camps and other youth-serving community organizations, Redwoods works to create a safe camp experience for all. From COVID to wildfires, camps have faced profound challenges in recent years. We're fully committed to supporting our camp customers as they respond.

**2025 WAIC  
CONFERENCE  
SAVE THE DATE**





# INTERNATIONAL STAFF



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**(800) 727-8233**  
[www.campamerica.com](http://www.campamerica.com)

Camp America has been the nation's leading provider of international staff to summer camps since 1969. As hundreds of camps know, we take pride in providing great customer service and offering a wide selection of exceptional camp staff. This summer, experience the Camp America difference!



**Contact: CCUSA Camp Counselor Team**  
[camps@ccusa.com](mailto:camps@ccusa.com)

**(800) 999-2267**  
[www.ccusa.com](http://www.ccusa.com)

For over 30 years, CCUSA has been providing US summer camps with international staffing services of the highest quality. Recruiting from over 40 countries worldwide, our first-rate international counselors and support staff are all thoroughly screened for quality skills, experience and English proficiency. CCUSA is a US Department of State designated J-1 visa sponsor.



**Contact: Ivy Cohen**  
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**(866) 803-7643**  
[www.campleaders.com](http://www.campleaders.com)

Since 1999, Camp Leaders has been facilitating the best experience in International Staffing, providing the highest level of value, service and convenience. Once participants are screened and ready to land in our pool, camps can view them on our robust, user-friendly database that is optimized for any device. Our staff in our 12 country offices are backed by years of experience in both cultural exchange and camping, in return we are able to provide an exceptional customer journey for our participants and camps alike. We bring the world to Camp!



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**(888) 724-4292**  
[www.iena.org](http://www.iena.org)

IENA is a full service Summer Camp staffing company run by and operated by successful former Camp Directors. Our camp staff come from all over the world, are recruited, screened and trained by Camp Directors. IENA camp staff fulfill a wide variety of specialist positions, support positions and camp counselors. We strive to provide unparalleled customer service for all of your staffing needs.



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United Studies offers several programs for hosting international students in America, including Summer Work & Travel and Camp Counselor. Our programs are designed to promote educational and cultural growth between the United States and other countries. United Studies operates under the vision that international exchange can and will broaden understanding between people from all parts of the world.

# MANAGEMENT SOFTWARE



**Contact: Alexandra Linyard**  
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**Contact: Savannah Garber**  
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**Contact: Josh Bradshaw**  
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**(866) 485-8885**  
**www.campbrain.com**

CampBrain provides management and registration software for camps and conference centers. Serving 1700+ organizations since 1994, we have a dedicated team of over 60 providing personal, caring support and building beautiful, intuitive software.



**Contact: Michael Ambrose, M.D.**  
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**(734) 619-8300**  
**www.campdoc.com**

CampDoc is the leading Electronic Health Record (EHR) for camps! Designed by camp nurses and directors, CampDoc's secure, all-in-one solution manages online registration as well as health forms, allergies, medications, immunizations and much more!



**Contact: Paul Berliner**  
**info@campminder.com**

**(303) 444-2267**  
**www.campminder.com**

You are a leader of your camp and a pillar in your community. When your customers put tremendous trust in you, our powerful management tool delivers the day-to-day task support that helps you make every moment memorable, and every summer stellar.



**Contact: Chantal Sy**  
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**(516) 900-5543**  
**[www.campmanagement.com](http://www.campmanagement.com)**

CampSite is a comprehensive camp management software system designed to help camp directors run their best camps ever. We offer an intuitive platform, the latest in secure technology, frequent product updates, and unbeatable (free!) training and support. Camp-favored features include online registration, billing & financial suite, advanced reporting, medical management, photo & video blog, transportation management, and more. We make running camp fun again! CampSite is preferred by camps of all kinds around the country.



**Contact: Matt Vahlberg**  
**hello@funfangle.com**

**(443) 494-9192**  
**[www.funfangle.com/camps](http://www.funfangle.com/camps)**

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**Contact: Edgar Carrasco**  
**sales@regpacks.com**

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Regpack is an all-in-one camp and class registration platform that allows you to collect registrations, charge families, and manage all of your data in one easy-to-use back end. Customize the registration flow on your website, including custom discount triggering, automatic billing plans, donations, emails, and dynamic reporting tools. Regpack even embeds seamlessly into your existing website. We'd love to learn more about your camp and how we can help streamline your operations and increase your profitability.



**Contact: Gregory Morrow**  
**gregg@ultracamp.com**

**(888) 791-2080**  
**[www.ultracamp.com](http://www.ultracamp.com)**

UltraCamp provides online registration and comprehensive program management tools, but we are more than our payment processing, form collection, retreat and rental management, custom reporting, and Point-of-Sale. Our team of support technicians provide prompt, personal, responsive assistance and training. Through our individualized training combined with our online help tools, you can feel confident launching your next season's online registration with UltraCamp.



**Contact: Eric Beermann**  
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**(970) 728-7035**  
**www.campchannel.com**

Online since 1995, the Camp Channel is once again offering website development & maintenance; as well as camper & staff recruitment listings within CampChannel.com, VerySpecialCamps.com (special needs), and CampRentalChannel.com (group rentals).



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**www.campnursejobs.com**



CampNurseJobs.com is a camp job board designed to introduce job seekers to camp employers in order to facilitate the hiring process for both sides. For employers, we offer an affordable alternative to reach staff interested in camping through a terrific niche job board, customized recruitment solutions and attractive advertising opportunities. For camp employers with jobs to fill, we are the best recruiting resource available. For job seekers, we strive to find the widest variety of camp jobs by partnering with leading camps across the nation. Job seekers can place their resumes online through our system and have interested employers contact them, and/or contact employers directly. There is never a charge to job seekers for our service.



**Contact: Ann Brannan**  
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**(314) 630-2684**  
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**Contact: Renee Kilpatrick**  
**info@thecompany.com**

**(302) 524-2267**  
**http://thecompany.com**

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