



CAMP COUNSELOR

OVERNIGHT/TRAVELING DAY CAMP

Job Description | Seasonal Employment

General Responsibilities:

To support Montlure's mission by creating and living in a Christian community with campers and staff. To provide care for campers through the behavior of a Christian role model by creating an environment that accepts them for who they are, and care for them spiritually, mentally and physically. Be directly responsible for 1-12 campers in your cabin/group during Overnight and/or Traveling Day Camps. Summer Staff Camp Counselors will assist in directing, supervising, and mentoring volunteer counselors.

Reports to: Montlure Camp Director, Traveling Day Camp Director, and/or Program Leads; Accountable to the council of the Montlure Presbyterian Properties, Inc.

Responsibilities:

1. Welcome all campers each day of the week and create a Christian community to live in that is welcoming, open, and creates lasting relationships
2. Work alongside all other staff living in Christian Community that creates lasting relationships
3. Supervise and care for all campers at all times on duty
4. Lead small group Bible study along with other staff/volunteer that feeds campers spiritually and at their appropriate age level (with training)
5. Lead games and activities when assigned, and on the "fly" (with training)
6. Assist in directing, oversight, and mentoring of summer volunteer counselors
7. Provide an environment at all times for campers to ask questions and grow deeper in their faith
8. Help regulate and redirect challenging camper behaviors with love and consistency
9. Use first aid when needed, and handle emergency situations quickly and calmly
10. Follow all Montlure policies and procedures and ACA standards (with training)
11. Attend Staff-Training prior to camp (mandatory)

Qualifications:

1. Have a relationship with Jesus Christ and a passion to share God's love in all that you do
2. Possess the strength, endurance, and patience to maintain oversight of campers in a 24-hour residence camp, or extremely fast paced Day Camp, by working/being on alert for long hours
3. Ability to stay focused and work non-traditional hours to make certain the job is well done
4. Be physically able to maintain energy through rigorous games and activities, and ability to work and live in an a rustic camp environment, on the floor of churches, and in varying weather conditions
5. Possess the visual and auditory skills to identify and respond to environmental and other hazards related to camp activities
6. Have some experience working with children/youth
7. Have high energy, loving kindness, positivity, and patience with campers at all times
8. Have a positive attitude and be a team player with other staff and volunteers, always
9. Ability to multitask, lead Bible studies, activities, and games
10. Ability to create a welcoming and open environment
11. Flexibility and adaptability to a fluid program that can change for various community needs
12. Completion of minimum training requirements, submission of health history and criminal background check, and hold First Aid/CPR certification prior to first day of camp
13. Must be at least 18 years old

Pay Rate and Benefits:

We strive to offer equitable and competitive salaries for employees while also recognizing working at camp is a non-traditional employment opportunity.

1. Camp Counselors are paid \$250 upon completion of Staff Training
2. Each completed week of camp will be paid at a rate of \$350-\$375, depending on experience
3. If a staff member is certified for archery instruction, there will be opportunity to lead group activities and a weekly increase of pay; this will be discussed during hiring process
4. All meals are provided for the duration of employment (time off not included, but many leftovers)
5. All housing provided for duration of contracted camp weeks

Living Arrangements:

1. Counselors are assigned personal living space in the shared staff quarters on site
2. During camp weeks, Overnight Counseling Staff will stay in their assigned cabin; they will utilize their personal space for breaks/time off and in between camp weeks.
3. Traveling Day Camp Counselors will stay at the host site church for the week

Transportation:

1. Staff are required to make their own travel arrangements to staff training at the beginning of the camp season. Staff are responsible for their return trip home. We will work with staff on carpool arrangements if available.
2. Day Camp Staff will travel to the host site on Sundays in the camp van; Staff will return to overnight camp on Friday evenings in the camp van.
 - a. If additional vehicles are required for Day Camp, carpooling may be an option and Montlure may designate one additional vehicle to provide gas for.

Time off expectations:

1. All staff have at least one day off between camp weeks. Staff are permitted to leave site on their time off, or they can choose to stay on site.
2. The day prior to camp *is considered a work/prep day*; start time set by Director.
3. Overnight Counseling Staff receive one night off during the camp week, away from their camper cabin. (Not permitted to leave the site.)
4. Overnight Counseling Staff will receive at least a one and a half hour break mid-day (Not permitted to leave site). Other breaks may be provided through discussion with Camp Director/Program Lead.
5. Traveling Day Camp Counseling Staff evenings will consist of planning, preparation, and other camp related activities. Once camp prep is done, most nights are off (*not permitted to leave host site unless approved by Day Camp Director*);

→ Midweek "Night off" simply means not responsible for oversight of campers. Staff are still on-call, on-duty, and are required to stay on site. Night off begins when all camp related activities are completed as set by Director.

We expect all staff to adhere to quiet hours and lights out. *It is part of the job to be well-rested for the next day of camp in order to properly care for campers and ensure the overall safety and success of our program. Keeping late hours will *not* be tolerated.*

Notes on what is *not* considered time off:

1. Meal Time; All meals will be eaten together with campers (or with staff at Traveling Day Camp) at designated times.
2. Getting Ready for Bed/Overnight Counselors; Each Counselor will have some separate time for night routines while their co-counselor supervises campers. This is NOT time-off and should be handled in a timely manner, reporting back to the cabin to supervise campers.
3. Morning Staff Devotion time. We expect all staff to be ready for the day prior to morning staff meeting and subsequent devotion time. Devotion time is not time to get ready for the day.