

# COUNSELOR

SUMMER STAFF



Glen Lake Camp and Retreat Center strives to create a Christian environment where authentic relationships are formed. Our mission is to make disciples of Jesus Christ for the transformation of the world.

We welcome every camper with adventure, community, and life in Christ. The very nature of Camp, brings us out of our comfort zones and into a life cut off from distraction, so we can experience and explore God's beautiful creation. Summer Camp brings us together with lasting friendships, strengthened through intentional life together. Together we soak in God's Holy Word to develop and grow our relationships with Christ, people, and the world.

## **Unique Adventures • Intentional Community • Life in Christ.**

**Core Values:** Love Deeply • Host Graciously • Serve Intentionally

**Staff Purpose:** The counselor seeks to lead and serve as a faithful part of God's work in and through the ministry of Glen Lake Camp. The counselor serves on a ministry team dedicated and committed to a team approach to the ministry entrusted to us.

**Job Summary:** The counselor is the primary caregiver for each camper. The counselor is responsible for planning, teaching, coordinating, and carrying out activities and guiding campers in their personal growth and daily living skills throughout a campers time at camp. Summer Staff positions are full-time, seasonal, exempt positions under the federal seasonal recreation exemption.

Counselors will be in the cabins with our campers.

## **Duties:** (Include by not limited to)

- Assists in the direction, supervision, and organization of campers in their living unit (cabin), within activities and throughout the camp in order to meet the intended camper outcomes.
- Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
- Assure campers are properly supervised at all times.
- Be aware of and implement safety guidelines.
- Participate in the implementation of program activities for campers within the mission and outcomes.
- Responsible for leading and assisting with the teaching of community group activities.
- Actively participate in all program areas as assigned.
- Provide for the progression of activities within the framework of individual and group interest and abilities.
- Assist in program areas such as waterfront, nature, recreation, all camp activities, and arts and crafts as directed.
- Maintain high standards of health and safety in all activities for campers and staff.
- Provide the daily care of each camper within your supervision including recognition of personal health needs.
- Ensure that campers receive their medications as directed by the Camp Nurse.
- Be alert to campers and staff needs and assist them with personal and/or health problems and discuss with nurse assistant and/or program director when appropriate.
- Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs needed promptly to the Program Director.
- Keep camp clean and will be responsible for cleaning buildings, spaces, and outdoor areas.
- Be a role model to campers and staff in your attitude and behavior.
- Follow and uphold all safety and security rules and procedures.
- Set a good example to campers and others in regard to general camp procedures and practices including sanitation, schedule, and sportsmanship.
- Participate enthusiastically in all camp activities, planning, and leading those as assigned.

- Participate as a member of the camp staff team to deliver and supervise evening programs, special events, overnights, and other all-camp activities and camp functions.

**Required Qualifications:**

- Must be 1 full year out of high school (18+), *inquire for exceptions*.
- An active and growing faith in Jesus Christ, with a heart for ministry and a passion for serving others.
- Integrity and consistent work ethic.
- A team-oriented servant attitude and the ability to relate well with others.
- Interpersonal communication and organizational skills.
- The ability to handle conflict in a respectful and professional manner.
- Desire and ability to work with children and adults OUTDOORS.

**Physical Aspects of the Position:**

- Ability to communicate and work with groups participating and provide necessary instruction to campers and staff.
- Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Ability to observe staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
- Physical ability to respond appropriately to situations requiring first aid.
- Must one able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.

**Additional Physical Requirements:**

Some physical requirements of a counselor could be endurance including standing, some bending, stooping, and stretching. Requires eye-hand coordination and manual dexterity to manipulate program equipment and program activities. Requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs. Willingness to live in a camp setting and work irregular hours delivering program in the facility available. Operate with daily exposure to the sun and heat and varying weather conditions.

**Reports to:** Program Director and Leadership Development Director or designee.

The Counselor will adhere to the principles of confidentiality concerning the business of this ministry.

These are not the only responsibilities assigned to this position. Other responsibilities may be assigned and the above list may be altered.

**Time Commitment:**

Summer Staff are hired for a “term” stretching throughout the summer. Most work weeks are from Sunday at 2:00pm to Friday at 2:00pm. Our goal is to give staff 48-hours off every weekend.

**Summer Staff Extras:**

Glen Lake Camp provide all meals during Summer Camp sessions and provides lodging for the term.  
 Room and Board for the agreed term of employment.  
 Meals during camp sessions and staff training.  
 Laundry Facilities.  
 Glen Lake Camp Staff T-shirts.  
 Workman’s Comp. Insurance.

Apply at <https://www.glenlake.org/summerstaff>

**Questions?** Contact our Leadership Development Director, Claire Reents, [claire@glenlake.org](mailto:claire@glenlake.org) or 254-897-2247.