

COUNSELOR JOB DESCRIPTION

Revised January 2013

Reports to Program Director

POSITION OBJECTIVE: To live with and provide leadership to a small group (up to 9) of campers. To supervise campers participating in structured and unstructured activities, and to interact appropriately with campers in a variety of situations. Model a commitment to the Christian faith and demonstrate patience, enthusiasm, self-control and a sense of humor with campers.

SKILLS NECESSARY:

- Must be at least 18 years old and one year removed from high school.
- Must be 1st Aid and CPR certified through a nationally recognized organization. And have completed a 10-day training specific to Camp Shalom covering emergency procedures, personnel policies and program supervision.
- Possess a desire and love to work with people of all ages, especially youth.
- Possess a personal commitment to Jesus Christ and a willingness to share this faith in an enthusiastic and appropriate way with campers, parents and staff.
- Ability to use positive behavior management techniques with campers and an ability to adapt to difficult situations with a sense of maturity, safety, tact and poise.
- Possess the ability to subordinate personal desires to campers' needs and interests.

PRIMARY DUTIES:

- To live with and provide leadership to a small group (up to 9) of campers guiding them through daily living skills, camp programs, and group activities.
- Work cooperatively with other staff to help make the summer program run safely and effectively.
- Abide by camp personnel policies and implement camp goals by modeling a Christian and ethical lifestyle.
- Assist in leading programmed activities where necessary.
- Assist in all-camp group activities as assigned by the Program Director.
- Coordinate and lead worship and campfire activities as assigned by Program Director.
- Develop a Christian group living experience with campers.
- Develop a familiarity with the camp property, facilities and surrounding areas.
- Be responsible for the health, safety and welfare of campers in general, and specifically, your assigned camper group.
- Assist in other camp activities as assigned by the Program Director.

DESIRED CHARACTERISTICS:

One of the most important characteristics for this job is an ability to communicate and work well with others – campers, staff, parents, and supervisors. At Camp Shalom, we desire our counselor staff to possess a desire to love and serve people of all ages, specifically children. People who demonstrate this desire show enthusiasm, initiative, creativity, imagination, sincerity and a willingness to learn. Camp is more than just having fun, so all staff need to possess a sense of maturity in judgment, patience, self-control and strength to lead people. As a Christian camp, we desire a sense of spiritual direction and the ability to demonstrate the presence of God in our lives.

GENERAL INFORMATION:

- Staff Training is currently a 10-day event beginning on or around Memorial Day Weekend.
- The summer staff is given approximately 45 hours off at the conclusion of each week session. During each camper session staff members are given a one-hour break daily. At these times the staff member is not directly responsible for campers or activities.
- Each staff member will be assigned to work one 'Special Event' weekend during the summer (i.e. Family Camp, Group Retreat, etc)
- Counselors are asked to remember that they are visual representatives of Camp Shalom whether they are on or off site. We ask counselor to behave appropriately when both on and off duty.
- Any "weekend off" event done as a staff is regarded as a Camp Shalom activity.
- A Counselors commitment to the summer program at Camp Shalom ends when the Maintenance & Program Directors feels the camp is properly closed for the summer season.
- Finally, Camp Shalom is in a time of growth and transition. This may lead to the changing of job descriptions. Any change in job description will be made in cooperation and conversation with employees, the Board of Directors the Program Director, and the Executive Director.

By signing this, I understand and agree to uphold my duties, as stated in this job description, for Camp Shalom Inc.

Summer Staff Signature & Date: _____

Program Director Signature & Date: _____