



# CAMP COUNSELOR

## Emphasis on Camp in the City

### Job Description

**Main Objective:** 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. Counselors with an emphasis on Camp in the City will primarily be at a day camp setting, responsible for 1-12 campers in an assigned group. This position is primarily for new summer staff, as well as those called to work directly with younger children. All Counselors will assist in directing, supervising, and mentoring volunteer counselors. (There is an opportunity to attend Overnight Camp for one week in either a supportive staff role or a counseling role.)

**Responsible To:** Montlure Camp Director, Camp in the City Director, Assistant Director and/or Program Leads; Accountable to the Council of the Montlure

## Roles and Responsibilities

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

## Qualifications

- Be working on and developing your own Christian faith, with a passion to share God's love in all that you do
- Possess the strength, endurance, and patience to maintain oversight of campers in an extremely fast paced Day Camp, by working and being on alert for long hours
- Ability to stay focused and work non-traditional hours to make certain the job is well done
- Be physically able to maintain energy through rigorous games and activities, and ability to work and live in a camp environment, often sleeping on the floor of churches
- Possess the visual and auditory skills to identify and respond to environmental and other hazards related to camp activities
- Have some experience working with children/youth
- Have high energy, loving kindness, positivity, and patience with campers at all times
- Have a positive attitude and be a team player with other staff and volunteers, always
- Ability to multitask, lead Bible studies, activities, and games
- Ability to create a welcoming, inclusive, and open environment
- Flexibility and adaptability to a fluid program that can change for various community needs
- 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
- Must be at least 18 years old

## Pay Rate & Benefits

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

- Camp Counselors are paid \$250 upon completion of Staff Training
- Each completed week of camp will be paid at a rate of \$375-400, depending on experience
- All meals are provided for the duration of employment (time off not included, but many leftovers)
- All housing provided for duration of contracted camp weeks

## Living Arrangements

- Counselors are assigned personal living space in the shared staff quarters on site in Greer
- Camp in the City Counselors will stay at the host site church for the week and will return to Greer on the weekends

## Travel Arrangements

- 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
- Camp in the City 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
  - If additional vehicles are required for Camp in the City, carpooling may be an option and Montlure may designate one additional vehicle to provide gas for

## Time off Expectations

- Camp in the City staff are off once clean up is completed at host site on Friday afternoons. (And once the van is cleaned on return to camp.)
- Camp in the City Staff have Friday nights off and are permitted to leave site on time off, or they can choose to stay on site.
- On Saturdays, Camp in the City staff are expected to report at time set by the Camp in the City Director in order to prep supplies and the van for the following week. Saturday evening is dinner, fellowship, and worship with the full camp staff.
- Sunday morning start time set by the Camp in the City Director, typically starting at 9 or 10am, giving enough time to travel to the new host site.

**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.*

### **What is not considered time off:**

- Meal Time;
  - All meals will be eaten together as a staff or with campers at designated times
  - This includes Breakfast which coincide with our morning staff meeting.
- Morning Staff Devotion time;
  - We expect all staff to be ready for the day prior to breakfast/staff meeting and subsequent devotion time. Devotion time is not time to get ready for the day.
- After program time is over (Either 3pm or 5pm depending on site)/Evenings;
  - There will be multiple tasks and clean up to complete before staff are on "break." *After* the scheduled break, all staff will reassemble to debrief, eat dinner, and either work on other camp related tasks or have worship together. Although campers may be offsite, staff are still working and part of continuing the camp staff culture and environment. While there *is* typically downtime, *staff are expected to stay on site* unless arrangements are made prior and approved by the Director.