



Overnight/Camp in the City

CAMP COUNSELOR

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. Be directly responsible for 1-12 campers in your cabin/group during Overnight and/or Camp in the City. Summer Staff Camp Counselors will assist in directing, supervising, and mentoring volunteer counselors.

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 camp 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 with peers
- Supervise and care for all campers, at all times while on duty
- Lead small group Bible study and facilitate faith discussions alongside other staff/volunteer that feeds campers spiritually and at their appropriate age level (with training)
- Provide an environment at all times for campers to ask questions and grow deeper in their faith
- Lead games and activities when assigned
- Lead games on the "fly" to keep campers engaged when/if needed
- Assist in directing, oversight, and mentoring of summer volunteer counselors and CITs
- Serve as Recreation Staff or Kitchen Staff based on specific needs of camp week
- Help regulate and redirect challenging camper behaviors with patience, 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 actively exploring and developing your own faith, and model care, respect, and integrity consistent with living in a Christian camp community
- 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 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 high 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
- 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 \$300 upon completion of Staff Training
- Each completed week of camp will be paid at a rate of \$375-\$400, depending on experience
- 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
- 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
- During overnight camp weeks, Counseling Staff will stay in their assigned cabin; they will utilize their personal space for breaks/time off and in between camp weeks
- Camp in the City Counselors will stay at the host site church for the week

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

- All staff have one day off between camp weeks. Staff are permitted to leave site on their time off, or they can choose to stay on site
- Saturdays (or the day prior to camp) is considered a work/prep day; start time set by Director; Staff must be prepared and ready to go at designated start time. This includes Camp in the City Counselors. Saturday evenings are NOT time off and will consist of group dinner, fellowship, and worship.
- Overnight Counseling Staff receive one night off during the camp week, away from their camper cabin. (Not permitted to leave the site)
 - The 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/Assistant Director.
- 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/Assistant Director
- Camp in the City 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 Camp in the City 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.*

What is not considered time off:

- Meal Time; Unless a scheduled break time, all meals are eaten with campers (or with staff at Camp in the City) at designated times.
- 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 as soon as possible.
- 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.