



## Counseling Team

# Job Description and Expectations

In addition to the below expectations for the Counseling Team, all Covenant Harbor summer staff must meet the [General Summer Staff Expectations](#) and agree to the [Summer Staff Covenant](#).

### Job Description

Counselors are responsible for supervising and ministering to summer campers in the day camp program (1<sup>st</sup>-9<sup>th</sup> grades), Kishwauketoe overnight program (2<sup>nd</sup>-4<sup>th</sup> grades), Pier 30 overnight program (4<sup>th</sup>-12<sup>th</sup> grades), and/or Alpha overnight program (10<sup>th</sup> grade-2021 high school graduates). Program placement will be determined for each week at the discretion of the Youth Ministry Team. Counselors who are under 18 years of age will only counsel in the day camp program or as co-counselors with another staff member over 18 years of age in the Kishwauketoe or Pier 30 programs (with the exception of the Pier 30 9th-12th grade program, which will be staffed only by counselors over 18 years of age). All counselors will be present with campers as they experience the programs at Covenant Harbor and eat, talk, worship, play, and learn together. When counselors are counseling in the day camp program, they will also serve as support staff to at least one of the overnight programs for the duration of the week. Cabin groups are typically up to nine campers with one counselor, or up to twelve campers with two counselors.

### Expectations

- When counseling in an overnight program, sleep in a cabin with campers on each night that camp is in session.
- Actively supervise campers assigned to you and always maintain awareness of their whereabouts and condition, except during your assigned breaks.
- Lead campers in activities and create opportunities for them to engage in the program.
- Manage and redirect camper behavior, and mediate conflict.
- Appropriately connect with each camper one-on-one and get to know them as an individual.
- Answer campers' questions and point them consistently toward Jesus. Help them to process what they are learning and listen as they determine what their next step in faith may be.
- Facilitate a community in which campers can build healthy relationships with one another.
- Keep campers healthy, clean, and prepared. Remind them to take showers, brush their teeth, change their clothes, eat something at meals, wear sunscreen and bug spray, etc.
- Make wise choices to keep campers feeling physically, emotionally and spiritually safe at all times.
- Be creative and innovative in the way you interact with campers, plan activities, write devotionals, conduct group discussions, etc.
- Manage your time. Be punctual, and keep yourself and your campers on schedule.
- Fulfill your administrative responsibilities as required, including, but not limited to, writing postcards to campers at the end of each week, assisting them with writing "E-scans" home, and completing surveys.
- Lead or assist in leading skills during 7-9<sup>th</sup> grade Pier 30 and Day Camp sessions, as assigned, with the goal of helping campers to try something new or learn more.
- Facilitate discussions about daily Bible lessons and write devotionals for your cabin group.
- Assist the Program Leads and the Youth Ministry Team with developing, leading, and implementing programs, activities, projects, etc., as assigned.

### Requirements

- Be at least 16 years old by June 2, 2020.
- Be available to live onsite at Covenant Harbor for staff training (June 2-June 15), plus Session 1 (June 15-July 17) and/or Session 2 (July 17-August 12).
- Experience and skills in interacting with elementary, middle school, and/or high school students.
- Ability to pass a background check.
- Strong interpersonal, communication, and leadership skills.
- Must be able to participate in potentially strenuous physical activities.
- CPR and First Aid certifications are preferred, but not required.

