



## Senior Counselor Job Description and Expectations

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

### Job Description

Senior Counselors are responsible for supervising and ministering to summer campers in the Day Camp program (1<sup>st</sup>-9<sup>th</sup> grades), Kishwaukee 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 (9<sup>th</sup> grade-2021 high school graduates). Program placement will be determined for each week at the discretion of the Youth Ministry Team. Senior Counselors and other members of the Counseling Team will spend their days with campers as they experience the programs at Covenant Harbor and eat, talk, worship, play, and learn together. When 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. In addition to the responsibilities of a counselor, Senior Counselors give expertise in a specific age group(s) and support other members of the Counseling Team.

### 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.
- Give advice and support to other members of the Counseling Team.
- Appropriately connect with each camper in your cabin/team 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 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 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 writing postcards to campers at the end of each week, assisting them with writing "E-scans" to home, completing surveys, etc.
- Lead or assist in leading skills during 7-9<sup>th</sup> grade Pier 30 weeks, 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.
- Set an example for other counselors that is positive and above reproach.
- Assist the Program Leads and the Youth Ministry Team with developing, leading, and implementing programs, activities, projects, etc., as assigned. Be ready to step into a leadership role with the Program Leads if asked.

### Requirements

- Be at least 19 years old by May 31, 2021.
- Be available to live onsite at Covenant Harbor for staff training (May 31-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.
- Experience leading peers and an awareness of when to take the lead and when to follow others.
- 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.
- Ability and willingness to be lifeguard, high adventure and/or activity trained.