



Resource Counselor Job Description and Expectations

Job Description

In addition to the responsibilities of a counselor, the Resource Counselor provides specialized care so that every child can have a successful experience at camp. They may care one-on-one for a camper, assist another counselor within a larger group, or lead their own group depending on weekly needs as directed by the Youth Ministry Team. The Resource Counselor will get to know their camper(s) and ensure that they are set up for a successful day and week at camp. They will coordinate with camper parents and the Youth Ministry Team to understand each camper's needs and keep them informed regarding the camper's experience and progress at camp. Resource Counselors will need to quickly build a rapport with their camper(s) and create trust with parents. They will need to provide honest and timely feedback on the experience so that the Youth Ministry Team can set expectations with parents, set up the camper and camp well for the future, and follow up with parents to gain insights on how to create a more successful experience for the camper if necessary. The Resource Counselor position allows campers to attend camp who may not otherwise have the opportunity, and to have a positive, excellent experience.

Supervised by: Resource Lead

Specific Expectations

- Coordinate before each week of camp with the Youth Ministry Team, Resource Team, Nurses, and any others involved to ensure that all campers and counselors are set up to succeed.
- When counseling in an overnight program, sleep in a cabin with campers on each night that camp is in session.
- Support the counseling team by offering specialized care, insight, and support. Whenever possible, help to establish a plan that allows each camper to participate alongside the rest of their cabin rather than functioning as a one-on-one pair.
- Identify and connect your camper with resources that will positively impact their experience at camp and fill a need that will allow them to have a more successful week.
- Advocate for your camper(s). Help other campers and staff understand how they can include and care for the camper(s).
- Be creative. If a camper you are working with cannot or will not participate in an activity, find another way to help them get involved.
- Be flexible. In this role, no week, day or minute will be the same. Find time for rest when you can, and be ready to jump into situations and with campers that need your support.
- Be nimble enough to assist with more than one cabin and more than one camper per week.
- Manage the schedule for yourself and your camper(s), and balance their needs and interests with the rhythms of the daily schedule.
- Be creative and innovative in the way you interact with campers, plan activities, write devotionals, conduct group discussions, etc.
- Pay special attention to the health and well-being of your camper(s). Remind them to take showers, brush their teeth, change their clothes, eat something at meals, wear sunscreen and bug spray, etc.
- Assist the Program Leads, Resource Team, and the Youth Ministry Team with developing, leading, and implementing programs, activities, projects, etc., as assigned.

Requirements

- Be at least 18 years old by May 26, 2022.
- Be available to live onsite at Covenant Harbor for staff training (May 26-June 12, 2022), plus at least 7 weeks of summer camp.
- Experience and skills in interacting with elementary, middle school, and/or high school students.
- Experience and skills in caring for children with special needs.
- Experience as a camp counselor preferred.
- Ability to pass a background check.
- Strong interpersonal and communication skills.
- Must be able to participate in potentially strenuous physical activities.
- CPR and First Aid certifications are preferred, but not required.

General Expectations for All Summer Staff:

- Cultivate a growing, healthy, and mature personal relationship with God.
- Be flexible. The nature of camp is that things come up unexpectedly and plans must be adjusted. Be willing to shift as directed by supervisors.
- Form positive, caring, healthy, appropriate relationships with supervisors, peers, and campers. Get to know others as individuals and walk alongside them in the temporary community of camp as they determine their next right step of faith.
- Be positive and look for the best in people, situations, and camp.
- Actively supervise campers. Manage risks and discern what is best for campers and for yourself. Make wise choices to keep campers physically, emotionally, and spiritually safe at all times.
- Manage and redirect camper behavior, mediate conflict, and help guide campers to have a successful week.
- Take direction from supervisors and be a team player. Do not undermine the leadership of others.
- Keep yourself mentally, physically, spiritually, and emotionally healthy. Make time for rest and self-care.
- Solve your own problems to the extent that you can, and know when it is time to ask for help.
- Conduct yourself in a professional manner when interacting with parents, campers, year-round Covenant Harbor staff, and other summer staff.
- Assist with general camp tasks as assigned, which may include, but are not limited to, assisting in the food service, housekeeping, maintenance, and youth ministry departments as needed, and assisting with weekly camper check-in and check-out procedures as directed.
- Contribute to a healthy staff community. Do not participate in gossip, exclusion, willful breaching of your employment agreement, etc.
- Set an example for all staff and campers that is positive and above reproach.
- Work well with your team. Build upon each other's strengths and assist each other when you are struggling.
- Perform emergency and safety procedures as required and trained.