



Senior Counselor Job Description and Expectations

Job Description

Senior Counselors are primarily responsible for supervising and ministering to summer campers in the Day Camp program (1st-6th grades), Kishwauketoe overnight program (2nd-4th grades), Pier 30 overnight program (4th-9th grades), and/or Senior High Program (9th-12th grades). All counselors will be present with campers as they experience the programs at Covenant Harbor and eat, talk, worship, play, and learn together. In addition to the responsibilities of a counselor, Senior Counselors give expertise in a specific age group and support other members of the Counseling Team to help ensure that they can effectively serve their campers. Program placement will be determined for each week at the discretion of the Youth Ministry Team. 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.

Supervised by: Program Leads

Specific 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, mediate conflict, and guide campers to have a successful week.
- Give advice and support to other members of the Counseling Team.
- 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 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 7-9th 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.
- 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 30, 2022.
- Be available to live onsite at Covenant Harbor for staff training (May 30-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 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.

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.