



## Under 18 Team Counselor

### Job Description

Our summer camp vision is to love kids and share Jesus. Summer staff should have a committed and growing personal relationship with Jesus Christ. Staff are expected to be hardworking and responsible. Staff should be willing to serve in and outside of the following job description. Staff should contribute to a healthy staff community and not participate in gossip, exclusion, willful breaching of your employment agreement, etc. Staff should set an example that is positive, above reproach and looks for the best in others. Staff are expected to perform emergency and safety procedures as required and trained.

The Under 18 Team Counselor's primary responsibility is to support summer camp programs by providing care, encouragement, resources, and spiritual leadership to the summer staff who are under 18 years old. They will lead under 18 staff through building 1-on-1 relationships, mentoring and discipling, helping advise complex situations, and being ready and available to step in when needed. The Under 18 Team Counselor's goal is to come alongside staff to provide resources that will set them up for successful and healthy experiences at camp.

### Specific Expectations

- Act as a liaison between the Program Team and staff to help ensure that staff needs (emotional, physical, spiritual, mental) are known and addressed.
- Advocate for staff. Find creative ways to provide resources and involve them into the program and community while keeping the bigger picture of Covenant Harbor's ministry in mind.
- Work with the Program Team to ensure that all safety protocols for under 18 year old staff are being followed and intervene when needed.
- Consult with the Program Team on weekly assignments of counselors in specific programs and housing locations.
- Conduct 1-on-1's with under 18 staff to check in on their emotional, physical, spiritual, and mental health weekly.
- Conduct mid-summer and end-of-summer conversations with other summer staff as assigned by the Program Team.
- Aid in administrative tasks such as evals, check-in and check-out, and others as assigned.
- Manage your schedule, meet deadlines for projects, and plan your daily tasks wisely.
- Remain flexible and be prepared to shift responsibilities, fill in gaps, make wise decisions quickly, and meet unforeseen challenges while also fulfilling your initial tasks.
- Set an example for the rest of the staff in every way - Camper interaction, attitude, self care, discipline and community participation. Keep yourself and the staff accountable to doing these things well.

### Requirements

- Be at least 20 years old by May 29, 2025.
- Be available to live onsite at Covenant Harbor from May 29-August 15, 2025.
- Experience and skills in interacting with high school students.
- Experience leading peers required.
- Confident and professional in written and verbal communication.
- Strong theological and biblical knowledge.
- Summer camp experience required.
- Ability to pass a background check.
- Strong interpersonal, communication, organizational, and leadership skills.
- Must be able to participate in potentially strenuous physical activities.

**Supervised by:** Program Team

**Type of Position:** Weekly starting rate of \$275 for working 9 weeks of summer camp including staff training.

**Benefits:** Meals and housing are included with compensation.

**Time Off:** Daily time off as well as 24 hours off each week. Weeks off available upon request.