



Overnight Counseling Team

Job Description: At Covenant Harbor, our mission is simple: **love kids and share Jesus**. Overnight Counselors play one of the most important roles in fulfilling that mission. Without counselors, we couldn't host kids at camp. They are the heart of the camper experience, living with, caring for, and guiding campers toward Jesus every single day. We are looking for staff who have a committed and growing relationship with Jesus Christ, who are ready to serve with humility, and who want to create a fun environment where campers feel valued, safe, cared for, and encouraged to know Jesus more.

Role Overview: Overnight Counselors care for and supervise campers in our Kishwauketoe program (2nd–4th grade), Pier 30 program (4th–9th grade), and occasionally in our Day Camp program. Weekly program placement is determined by the Program Team and will rotate throughout the summer. Cabin groups are typically up to nine campers with one counselor, or up to twelve with two counselors. Counselors create a welcoming and Christ-centered environment where campers feel loved, safe, and encouraged in their faith.

Expectations

- Live Out the Mission: Love campers wholeheartedly and point them to Jesus through your words, actions, and daily life in and outside of camp.
- Be Present: Share meals, activities, worship, and cabin life with campers, walking alongside them in their camp journey.
- Disciple Intentionally: Facilitate spiritual questions, be creative in leading activities and devotionals, and guide campers in taking their next right steps of faith while at camp.
- Provide Excellent Care: Supervise campers closely, keep them healthy and safe, and support their emotional, physical, and spiritual well-being.
- Build Community: Foster positive relationships between yourself with campers as well as between campers and each other, manage behavior with grace, and help create an inclusive, encouraging cabin environment. Model healthy relationships in a Christ-like manner by building and maintaining appropriate relationships with supervisors and peers.
- Lead & Participate in Activities: Guide campers through games, Bible lessons, and camp experiences with creativity and enthusiasm while encouraging their own participation and engagement.
- Handle Daily Responsibilities: Complete small administrative tasks (e.g., postcards, parent communication, end-of-week surveys) and maintain punctuality in the schedule.
- Be able and willing: Go above and beyond even your own expectations and serve wherever is needed!

Requirements

- Be at least 18 years old by the beginning of your employment at Covenant Harbor.
- Be available to live onsite at Covenant Harbor for staff training plus at least 7 weeks of summer camp.
- Have experience and skills in interacting with elementary, middle school, and/or high school students.
- Ability to pass a background check.
- Must be able to participate in potentially strenuous physical activities.
- CPR, First Aid, and lifeguard certifications are preferred, but not required.

Supervised by: Program Leads

Type of Position: Competitive weekly salary

Benefits: Meals and housing are included with compensation.

Time Off: Daily time off as well as 36 hours off each week. Weeks off available upon request.