

## JOB DESCRIPTION:

### **Counselor**

Nonexempt (Seasonal)

Reports to: Program Director



## OUR MISSION

**Covenant Point Bible Camp exists to present campers with the claims of Jesus Christ and encourage them in their next step of faith.**

## OUR CORE VALUES

### **Stillness and Silliness**

It's through play that we are re-created, and that we become more child-like again- more fit to enter the Kingdom of God, more humbly ready to grow, more open to relationships, and more authentically ready to be present and still before God. We talk about, practice, and teach the disciplines of stillness, prayer, and reflection- recognizing that we provide rare opportunities for our guests to listen for God's voice.

### **Deep Discipleship**

We seek to serve the particular churches of the Central Conference, as well as the broader Church, always finding ways to challenge campers to discover their unique next step of faith, to connect with their God-given call, and to think deeply about and respond with action to the hurts in our world. We seek to embody and teach a faith that encompasses head, heart, and hands.

### **Wilderness & Adventure**

Imagination, child-like faith, and deep wisdom are all often ignited by time spent in wild places; we value our unique section of God's creation and consider it a privilege to bring others further into it to discover more of themselves and God.

### **Space to Lead**

We see ourselves as a place of leadership development through doing, trying, succeeding, and sometimes failing within the bounds of a safe and supportive community; the wonderful strength of Covenant Point is rooted in the unique individuals who contribute to every element of its program in a bottom-up manner.

### **Excellent Care**

Intimate knowledge of the place and people of Covenant Point affords the opportunity for long-term and wise nurturing; we strive to steward with excellence everything that God has given us- both human and non-human resources with frugal ingenuity and love. We seek to care for our campers by providing safe spaces to take risks, to explore creation, to know and be known. We consider serving to be a Christ-like, dignified, and important act, regardless of the task- from cleaning toilets to leading a devotion.

## Minimum Qualifications

- 18 years of age and one (1) year out of high school
- CPR training (as outlined by the American Red Cross or equivalent)
- Evidence of spiritual and emotional maturity
- Good character, integrity, and adaptability

## General Responsibilities

- Counselors are the primary caregivers for each camper.
- The Counselor is responsible for planning, coordinating, and carrying out activities and guiding campers in their personal growth and daily living skills
- Participation with the general summer camping ministry
- To identify and meet campers' physical, emotional, social, and spiritual needs

## Specific Responsibilities

1. Spiritual guidance and counseling of members of the cabin group. As part of this responsibility, it is expected that you will:
  - a. Plan daily devotions
  - b. Have an individual time (one on one) with each camper during the week to share how one becomes a follower of Jesus Christ.
2. Leadership and supervision of daily group activities.
3. Recognize and respond to opportunities for problem solving in the group.
4. Assure campers are properly supervised at all times.
5. Be aware and implement safety guidelines.
6. Find resources to prevent bullying and find ways to mitigate homesickness.
7. Ensure that campers receive their medications as directed by the Health Officer.
8. Be a role model to campers and staff in your behavior and attitude.
9. Individually written evaluations of each camper by the beginning of time off.
10. Written follow-up to each camper within two weeks after camper leaves.
11. Participation in staff orientation.
12. Knowledge, skills, and ability to understand the developmental needs of children and youth.
13. Ability to relate to youth and adults in a positive manner.
14. Participation in camp program and work as assigned by the Program Director. Be willing to take part in camp programs, if assigned, island and trip camps. Participate as a member of the camp staff to deliver and supervise programs, special events, and other all-camp activities and camp functions.
15. Act as a bus counselor for one weekend of the summer as needed.
16. Participate in the spiritual life of the camp community; such as:
  - a. Participate in staff lead services for local churches (no more than two during the summer)
  - b. Help camp chaplain and pastor of the week during chapel talks.
  - c. Join in staff worship times.
17. Work with the waterfront staff to obtain basic safety course as certified by American Red Cross during staff training or when appropriate schedule is possible (optional).
18. Maintain a clean and safe environment in housing assignment. This will be reviewed weekly either by the Director or the person he assigns. In addition, at the end of each week, help in general clean-up of the camp before beginning time-off.

## Physical Aspects of the Job

1. Ability to communicate and work with groups participating (ages 2<sup>nd</sup> grade thru high school plus family camp) and provide necessary instruction to campers and staff.
2. Ability to observe camper and staff behavior, assess its appropriateness, enforce appropriate safety regulation and emergency procedures, and apply fitting behavior-management techniques.

3. Visual and auditory ability to identify and respond to environment and other hazards related to general camp activity.
4. Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.
5. Ability to perform job responsibilities during daylight and nighttime hours.
6. Ability to lift up to 50 pounds.
7. Ability to endure prolonged standing, bending, stooping, and stretching.
8. Ability to operate with daily exposure to the sun, heat, rain, various animals and plants (environmental conditions unique to the North woods).
9. Willingness to live in a camp setting and work irregular hours.