



Job Title: Day Kamp Counselor
Reports To: Kamp Director
Classification: Exempt (Seasonal)
Compensation: \$215-\$235 per week stipend plus room & board, American Red Cross Certification in Standard First-Aid, Adult and Pediatric CPR & AED and Basic Water Rescue as component of staff training

Position Purpose:

To further the mission of Vanderkamp by serving as the caregiver and role model for day kampers. Counselors provide direct supervision of kampers during kamp program activities and guide kampers in their personal growth. Counselors are responsible for delivering daily and weekly program activities and events including bible exploration in as safe a manner as possible that are fun and appropriate to the kampers' age, developmental level and abilities.

Essential Job Functions:

1. Assist in the direction and supervision of kampers throughout the day, within activities and throughout the kamp in order to meet the intended camper outcomes.
 - Apply basic youth development principles in working with kampers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
 - Assure kampers are properly supervised at all times, especially routine visual and auditory checking upon of kampers during activities.
 - Ensure appropriate staff to camper ratios are maintained in accordance with the health and safety plan submitted to the Oswego County Health Department.
 - Educate kampers and enforce policies and procedures related to care of the facilities, grounds, and equipment.
 - Be aware of and implement all health, safety, and risk management procedures.
2. Assist in the implementation and evaluation of fun, engaging, and developmentally-appropriate programming to kampers within the mission of Vanderkamp and kamp goals, objectives, and outcomes.
 - Execute lesson plans that meet camp outcomes and the abilities of the kampers
 - Assist in the delivery of progressive program activities that facilitate skill development, spiritual development, and personal growth.
 - Contribute to the evaluation of success in program delivery and the development of the kampers' abilities and skills in various program activities.
 - Provide program support for evening programs (e.g., night games, campfires) by setting up, tearing down and cleaning up, and assisting.
 - Assist with leading and teaching activities during the day, including mission projects and bible exploration.
 - Actively participate in all program areas as assigned.
 - Assist in program areas such as waterfront, nature, all kamp activities, and arts and crafts as directed.
3. Maintain high standards of health and safety in all activities for kampers.
 - Provide the daily care of each camper within your supervision.
 - Help ensure that kampers receive their medications as directed by Health Director/Nurse.
 - Be alert to kampers' needs and assist them with personal and/or health problems and discuss with Health Director/Nurse and/or Kamp Director when appropriate.
 - Assist in observing and assessing camper behavior and its appropriateness and help apply appropriate behavior-management techniques in conjunction with Kamp Director and in accordance with kamp philosophy and policies.
 - Help educate kampers and enforce policies related to keeping facilities clean and free of debris.
 - Be a role model to kampers and staff in your attitude and behavior.
 - Follow and uphold all safety and security rules and procedures.

- Do not take exception to the rules because you are staff (e.g., eating in living unit).
 - Set a good example to kampers and others in regard to general kamp procedures and practices including sanitation, schedule, and sportsmanship.
 - Set a good example in demonstrating care and respect for the facility, environment, and equipment by taking due care and cleaning up after oneself.
 - Demonstrate a positive attitude in the face of change or adverse circumstances (e.g., weather cancelation of desired activity).
 - Demonstrate Christian principles of love, peace, and acceptance. "Be the change you would like to see in the world."
 - Share personal faith journey with kampers in manner developmentally appropriate to their needs and abilities.
4. Assist in the management and care of the physical facilities and equipment in all program areas.
- Participate in daily checks of program areas and equipment for safety, cleanliness, and good repair.
 - Participate in ensuring that program areas are kept free of hazards and debris. All equipment is properly put away; program closets and sheds are kept neat, orderly, and secured; and all trash appropriately discarded.

Other Job Duties:

- Contribute to verbal and written evaluations and communication as requested.
- Participate enthusiastically in all kamp activities, helping plan and lead as assigned.
- Participate as a member of the kamp staff team to deliver and supervise special events, and other all-kamp activities and kamp functions.
- Participate in staff meetings.
- Communicate individual interests/areas of expertise to Kamp Director and volunteer for opportunities for professional development in those areas.
- Contribute to the kamp community by providing assistance in all aspects of kamp life/operations including programming, facility, health services, and dining services as requested.

Relationships:

- Counselors work closely with Kamp Director, Kitchen Manager, and Health Director/Nurse regarding the personal needs of kampers in their care.
- Works collaboratively with Kamp Director, Waterfront/Aquatics Director, and other Counselors involved in program provision.
- Counselors report directly to the Kamp Director and should provide feedback on kampers' experiences at kamp, report any risk management concerns, and report any facility, grounds or equipment maintenance requests.
- Counselors should report any health or safety concerns to the Health Director/Nurse regarding individual kampers or environmental threats/hazards at kamp.
- Counselors should limit personal communications with other counselors and staff during scheduled shifts, rather waiting for an appropriate time and place (e.g., time off in the staff house). While staff are encouraged to develop personal friendships and professional relationships, this should never detract from opportunities to interact with kampers and provide adequate and appropriate supervision.

Equipment Used:

- Facility: 850 acres of lawns, fields, woods, and streams. 45-acre private lake with designated swim area, docks, and remote waterfront campsites. 5 lodges, 6 cabins, dining/meeting/indoor recreation spaces, and support structures. Off-duty staff housing available for season.
- Programming Equipment will vary with area of experience/expertise:
 - Physical Activity & Sport: equipment associated with archery, field sports (e.g., kickball, soccer or flag football), floor hockey, volleyball, and the like.
 - Arts & Crafts: variety of paint products, brushes, glues, beads, glitters, fabrics, leather punches, wood craft, candle making, and the like.
 - Drama/Theatre: costume collection and accessories, props, outdoor stage
 - Music: piano, organ, drums & percussion instruments, and the like.

- Outdoor Recreation: compasses, tents, stoves, and the like.
- Environmental/Nature Education: field guides, binoculars, insect containers, nets, scopes, water test kits, and the like.
- Farm/Garden: variety of shovels, rakes, hoes, and baskets, and the like.
- Indoor Games: board games, cards, and the like.
- Outdoor Games: Gaga court and ball, foam swords, and the like.
- All-Kamp: Night Games, Kamp Fires, Special Events involve a variety of equipment and materials from the above program areas
- Living unit and facility: as necessary for the health and safety of kampers and staff (e.g., mops, brooms, cleaning supplies, plungers), counselors may need to operate fire extinguishers

Qualifications: (*Minimum Education and Experience*)

- Must be 16 years of age.
- Ability to interact with all camper age levels from 6 to 17.
- Experience working with people of differing physical and developmental abilities preferred.
- Experience leading educational or recreational programs with children ages 6 – 17 in area of specialization/expertise preferred
- Must hold or be willing to obtain current American Red Cross Adult and Pediatric First Aid, CPR, and AED certification.
- Must complete health profile 10 days prior to first day of staff training or work.

Knowledge, Skills, and Abilities:

- Understand the development needs of youth.
- Ability to relate to youth and adults in a positive manner.
- Demonstrate knowledge and skill in a variety of program areas.
- Desire and ability to work with children outdoors.
- Willingness to live and work in a kamp setting, working irregular hours.

Physical Aspects of the Job:

- Ability to communicate and work with children ages 6 (+) and adults, providing necessary instruction to kampers and other staff members.
- Ability to observe camper behavior and assess its appropriateness, ability to assess and proactively avert risk management threats, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques in accordance with kamp philosophy and policies.
- Ability to observe staff behavior and assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques. Ability and self-confidence to communicate concerns to the appropriate superior staff (e.g., Kamp Director, Health Director/Nurse, or Executive Directors) depending upon the nature and severity of the concern.
- Visual and auditory ability to identify and respond to environmental and other hazards related to any activity for which providing supervision of kampers.
- Physical ability to respond appropriately to situations requiring first aid. Must be able to assist kampers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of kampers.
- Endurance and agility for prolonged standing, sitting, bending, stooping, or stretching as required for different activities.
- Normal range of hearing/eyesight to observe, record, prepare, and communicate appropriate camper and staff activities.
- Endure daily exposure to a variety of weather conditions including sun, heat, and rain.
- Endure routine exposure to insects (e.g., mosquitos, ants, bees, or spiders). May encounter other wildlife such as fish, snakes, bats, deer, fox or domesticated animals (e.g., dogs or chickens) though direct contact not required.
- Ability to lift and carry 50 lbs. for short distances.