
SUMMER CAMP COUNSELOR-IN-TRAINING

POSITION DESCRIPTION

WAYZATA COMMUNITY CHURCH

POSITION SUMMARY

CAMP COUNSELORS-IN-TRAINING (CITs) observe and engage the leadership of the WCC Camp Counselors while developing their own leadership and experience, in the support of the collective mission and spirit of Camp Ministry. The essential focus of a CIT is the physical, emotional and spiritual safety of Campers. CITs engage and support Campers, in cooperation with Counselors and/or other CITs, throughout all aspects of the Camp Ministry program, including but not limited to, daily community wide activities and experiences, cabin groups, and small groups while upholding the Ministry goals of safety, fun, message, affirmation and community.

Key Responsibilities

- Build relationships with your Campers, within safe boundaries set by Wayzata Community Church, ensuring the physical, emotional and spiritual needs of each Camper.
- Encourage the development of the broader community of Camp through engagement, and safe boundaries (as described in Staff Training).
- Responsible for keeping a group of Campers emotionally and physically safe during each session of Camp.
- Responsibility for all-day care (including overnight care) of Campers, including but not limited to, overseeing the emotional care, personal health and spiritual health needs of Campers and navigating social dynamics between Campers.
- Work in collaboration with other Counselors, CITs, and Support Staff. For example, a typical cabin has 8-10 campers with 2 staff (1 Counselor and 1 CIT).
- Be disciplined in self-care, display integrity with staff and campers, and uphold the WCC Summer Camp system of accountability and personal responsibility.
- Contribute a positive attitude within the Staff that promotes safety, service, love, and compassion for staff, as well as Campers.
- In coordination with the Counselor(s), create and encourage a safe and fun atmosphere in each cabin.
- Attend daily CIT Meetings.
- Help to mediate any Camper (or Staff conflicts) and involve Head Counselor(s) as needed.
- Facilitate discussions with Campers in the small group formats, including cabin time and small groups.
- Support and engage all the activities of each Camp session, including devotions, full group games, afternoon options, evening activities, daily worship/messages and meals.
- Help the Camp Nurse/Doctor in serving the Camp, and meeting the medical support of your campers each session.
- Help manage the Camp facility, caring for the property, buildings and equipment and encouraging campers to do the same.
- In coordination with the Camp Director/Head Counselor(s) engage in ongoing training, Counselor development, personal faith formation and safe and courageous conversations.

Additional Requirements and Expectations

- Counselors-in-Training must be able to complete their job with little/unpredictable sleep, personal care time or personal space.
- Counselors-in-Training must possess the ability to use judgement and set appropriate boundaries with all ages of campers ranging from incoming 3rd graders (8 years old) through graduated seniors (18 years).
- Counselors-in-Training are responsible at all times to uphold the codes of conduct that span their hiring period, including no use of alcohol, illegal drugs or tobacco.
- Counselors-in-Training must have an ability to handle not only long days, but an intense schedule with 10 sessions of camp (Elementary sessions, Middle School sessions, High School sessions, All-Church Camp, and Staff training periods) within 8 weeks.
- Rest between sessions is just over 24 hours, some of which is spent evaluating the session and preparing for the next.
- Personal time and space (as stated) is extremely limited during sessions, and includes few hours between sessions.
- Counselors-in-Training do not have access to their phones, email or social media during camp sessions.
- Counselors-in-Training must have impeccable discretion with knowing what conversation topics, advice, personal disclosure and humor are emotionally safe and appropriate for each age group.
- Counselors-in-Training must have clear personal boundaries around appropriate behavior, with consistency, stability and self-differentiation.
- Counselors-in-Training must be able to uphold Wayzata Community Church Child Protection Policy, which includes observing and reporting any Camper who displays signs of, or discloses information, about physical, sexual or emotional abuse, or concerns for campers who may be experiencing mental health incidences which could result in being a danger to themselves or others.

Essential Job Functions

- Emotional resiliency (handles stressful situations appropriately) and cognitive abilities (mental skills necessary) to carry out job responsibilities in a high paced, social environment
- Ability to establish and maintain appropriate professional relationships.
- Ability to be focused each day, with an attitude that is energetic and upbeat.
- Interpersonal skills (skills used to reduce stress, reduce conflict, improve communication, enhance intimacy, increase understanding, and promote joy) to interact effectively with individuals and groups respecting social and cultural diversity and to maintain appropriate boundaries
- Physical endurance to be on one's feet walking, bending, twisting, reaching above head, and carrying items, etc. In other words, being physically active, for 8 continuous hours and have the ability to run or walk fast 1/4 of a mile without stopping
- Ability to read, understand and follow printed instructions in English
- Ability to work in a variety of outside weather conditions – heat, cold, humidity, wind, precipitation, lake water recreation, wooded areas and environmental factors associated with the out of doors
- Ability to work as part of a team
- Willing to live in a camp setting and work irregular hours delivering camp programming in the facility available.
- Attentiveness to details, equipment, and facilities to ensure utilization, proper care, and maintenance guidelines are followed

- Ability to assist campers in an emergency (fire, evacuation, illness, injury, severe weather)
- Ability to observe camper behavior, assess its appropriateness and apply appropriate behavior-management techniques
- Possess visual and auditory ability to identify and respond to environmental and other hazards related to the camp program
- Ability to stand, stoop, kneel, crouch, walk, reach, use hands/fingers (dexterity) and lift up to 40 pounds

Organizational Relationships

- Reports to Staff Director and Head Counselors.
- Evaluated by Staff Director.
- Works closely with Counselors, CITs, Program Team Director and Program Team.

Experience and Education

Required:

- A faith anchored life and willingness to embrace and support the relational ministry model of Wayzata Community Church Summer Camp Ministry.
- Ability to receive feedback from Head Counselors and Camp Director, and self-aware enough to make changes in their behavior and job performance.
- At least 1 year post-high school graduation education or work experience

Preferred:

- Small group training and leadership experience.
- Proven experience working with youth and/or children.