

Counselor Job Description

Position: BYM Residential Camp Counselor

The **Residential Camp Counselor** is at the heart of the BYM Camping Program. Counselors provide 24 hour care for campers aged 9 through 14, living and sleeping in rustic cabins alongside fellow cabin counselors and campers. The counselor helps set the tone for camp and encourages growth and bonding in a variety of settings. The counselor is also responsible for attending to the emotional, physical, spiritual, and mental needs of each camper while providing comfort and safety through leadership within an intentional community. The counselor provides high quality outdoor educational and recreational experiences that focus on the Quaker core values of simplicity, peace, integrity, community, equality and stewardship of the environment.

The Residential Camp Counselor is expected to meet the needs of a community with a diverse mixture of identities and backgrounds, and embrace values of radical inclusion to foster the growth and development of campers, community members, staff and self.

BYM camping program is a community that values diversity and the many strengths and perspectives this brings. As such we actively seek members of all backgrounds and identities in areas including, but not limited to: race, ethnicity, nationality, religion, class, gender identity, sexual orientation, and ability. We welcome questions and open discussion about this commitment throughout the application process.

General and specific responsibilities: Descriptions of task-related responsibilities of the job.

Leading Others

Lead activities: Work collaboratively to organize and lead a variety of small and large group activities each session. Activities may include crafts, art, nature, singing, games, swimming, rock climbing, hiking, canoeing, etc. Plan and carry out safe, challenging and invigorating multi-day wilderness backpacking or canoeing trips. Demonstrate creativity and innovation in designing and developing camp activities. Be on time for meals, meetings, returning from days off, etc. Lead chores with enthusiasm and fun.

Additionally, at Opequon Quaker Camp: plan and lead weekly multi-day art workshops.

Modeling behavior: Model all of the behaviors you want to see in your campers. Cultivate a camper's spirit and a love of play—within yourself and others. Provide space and encouragement to let campers be leaders. Model flexibility and resilience when plans shift due to unforeseen circumstances.

Communication and Teamwork: Communicate regularly and clearly with campers, co-counselors, director, and other camp staff. Work with Quaker process and business practice to make collective decisions in regular staff meetings for planning, logistics, and community support. Solve problems proactively and collaboratively. Give and take constructive criticism.

Creating Community

Respect and Sensitivity to Others: Demonstrate inclusiveness and respect for diversity. Empower each other (staff) and campers to express their individuality within the structure of the community. Be flexible in leadership style, tailoring to fit individual camper needs.

Actively Engage: Assume responsibility for the community by actively engaging in solving problems. Demonstrate enthusiasm for camp activities by playing, working, and creating *with* campers (rather than only supervising) and encourage others to join activities. Engaging with other adults in the community such as camper's family members, as well as kitchen, medical, and maintenance staff.

Promote an Eco-Centric Environment: Demonstrate and encourage interest in nature, sustainability, and care for the environment. Embrace and celebrate an “unplugged” culture that centers around human interactions and the wonder of nature rather than focusing on technology.

Provide Opportunities for Growth: Maintain a camper-centric attitude that allows each camper to feel loved, supported, encouraged, and celebrated. Help challenge each member of the community physically, mentally and emotionally. Push or respect boundaries, as appropriate. Be open to personal growth.

Demonstrate Emotional and Self-Awareness: Set and maintain clear, appropriate boundaries with campers. Seek emotional and physical support from other staff members, not campers. Be open to learning about yourself, cultivating your own spiritual growth, as well as teaching and guiding others. Ask for and accept help.

Safety and Wellness

Physical Safety of Campers: This includes knowing and understanding all emergency procedures associated with the camp program; knowing, enforcing, and following all safety guidelines associated with the camp and all program areas. This includes but is not limited to being responsible for campers’ safety and their whereabouts at all times and providing a safe place and source of protection for children.

Health and Hygiene: Be attentive to the health and hygiene of the campers. Ensure that the site is kept clean and organized.

Emotional Wellness: Identify and respond to camper emotional and behavioral issues. Be aware of and take care of your own needs.

Required Qualifications:

- Enthusiasm to lead, plan, organize, and implement engaging program activities
- Ability to work as a member of a team and the ability to accomplish tasks with little direct supervision
- Respect for and appreciation of young people
- Commitment to abide by and enforce camp regulations including policies on youth safety, drug, alcohol and tobacco use
- Upon hire, completion of First Aid and CPR certification (training provided by program)
- Good judgement
- Willingness to take direction from Directors and Administrative Staff as necessary in fulfillment of job duties
- Sense of adventure and ability to live rustically

Desired Qualifications: These are not required but will strengthen an application.

- Education classes or experience in camp, youth programs, recreation, working with children, or in a related field
- Strong organizational and communication skills
- Interest and experience with wilderness skills, games, music, and arts activities (visual, theater, etc.)
- Experience engaging in community with people from a wide variety of backgrounds

Physical Demands

Counselors lead and participate in camp activities which include, but are not limited to, hiking, canoeing, swimming, team building initiatives, physical games, and activities.

Responsible to: The Camp Director(s)