

Lutheran Camping Corporation of Central Pennsylvania
Job Description
Counselor

Job Relation: Responsible to the Camp Director or an assigned Assistant Director.

Job Definition: Responsible for the care of four (4) to ten (10) children or youth, either in camp or on a camp trip.

Professional Qualifications:

1. High school diploma.
2. College experience or equivalent.
3. Experience working in a camp setting.
4. Experience working with children.
5. Experience and skill in related camp field or activities.

Personal Qualifications:

1. Personal commitment to Jesus Christ.
2. A desire to serve God through the camping ministry.
3. A willingness to give a Christian witness through worship, staff meetings, and study, as well as in spontaneous situations.
4. An understanding and agreement with the goals and objectives of the Lutheran Camping Corporation of Central Pennsylvania and the camping ministry of the Evangelical Lutheran Church in America.
5. An understanding and agreement with the teachings and confessions of the Evangelical Lutheran Church in America.
6. Emotional stability and maturity of judgment.
7. A love for and understanding of children and youth.
8. Good health and stamina.
9. An appreciation of the outdoors.
10. Experience/training in small group living.
11. Ability to work cooperatively in a group.
12. Ability to place the needs of campers over personal desires and convenience.

Performance Responsibilities:

1. Care for the needs of 4-10 campers (maximum) for 24 hours a day, 6 days a week.
2. Plan and implement the daily activities of your group in cooperation with one other counselor and his/her group.
3. Participate in the required pre-camp training events.
4. Take part in regular staff meetings.
5. Be present and assist campers in special program activities, i.e. – crafts, swimming, cookouts, overnight sleepouts, etc.
6. Supervise cabin clean-up. Encourage personal cleanliness by word and example.
7. Help organize, lead, and participate in daily devotions, camp worship, and study time.

8. Counsel campers with personal problems.
9. Refer campers to nurse in case of illness or accident.
10. Report to camp by 2:00pm Sunday. Counselors are free after 10:00am Saturday.
11. Abide by all of the camp policies and procedures.

Criteria for Evaluation:

1. Does the counselor show genuine interest and concern for her/his campers?
2. Is the counselor firm but loving in dealing with camper behavior?
3. Does the counselor exhibit a positive attitude?
4. Is the counselor effective in leading worship, Bible study, and discussion?
5. Do campers participate in morning watch and cabin devotions?
6. Are campers clean? Happy? Rested?
7. Do campers have a lot of free time? Are campers sitting around too much?
8. Are activities and daily plans well-organized?
9. Is the counselor respected by the campers?
10. Is there a spirit of cooperation with other staff?
11. Does the counselor accept suggestions?
12. Does the counselor make positive contributions in staff meetings?
13. Does the counselor participate enthusiastically in songs, skits, etc.?
14. Is the counselor able to take care of children with special needs?
15. Is the counselor preoccupied with personal relationships that interfere with his/her work responsibilities?