



## Resource Counselor

*"In response to God who loves and calls us, Camp Squeah provides a place of refuge in a natural setting where people of all ages can build relationships, grow and be nurtured."*

**Job Title:** Resource Counselor

**Supervisor/Mentor:** Summer Program Coordinator / Summer Program Director

**Mentoring:** Summer Camp Cabin Leaders

**Commitment:** 10 Weeks (Beginning one week before Summer Staff Training)

**Position Type:** Paid – Summer Leadership Team

### **Position Overview:**

The Resource Counselor will primarily be responsible to give leadership to the Summer Camp Cabin Leaders, helping to support the summer program, including staff training, scheduling, assignments, and conflict resolution. The Resource Counselor will also be responsible for the general safety and supervision of summer staff and campers. This person must be ready to lead by example, to serve in any role necessary, and to build positive and encouraging relationships among the Summer Leadership Team and summer ministry staff. Summer preparation meetings, in advance of summer, and debrief meetings, following summer, with the Leadership Team are also required.

### **General Responsibilities:**

- Actively participate in all Leadership Team meetings representing the Cabin Leaders, their needs and concerns.
- Work with other Resource Counselors to support the summer program by facilitating the flow of programming and campers throughout the day.
- Oversee and encourage all Cabin Leaders, maintaining a loving and supportive relationship and providing practical assistance when and where needed.
- Disciple all Cabin Leaders. Ensure that their campers are getting excellent care and that Cabin Leaders are responsible and engaged in summer ministry.
- Be a visible and active presence, available to help where needed and modeling servanthood.
- Work closely with Summer Program Director and the rest of the leadership team to resolve conflict between staff, assess the needs of camp and plan for the coming days and weeks.
- Provide leadership in other areas of summer ministry as required, such as planning and scheduling.
- Work alongside the Activity Director to ensure Support Staff are supporting Cabin Leaders effectively.

### **Required Qualifications and Skills:**

- Minimum 19 years of age.
- Be actively pursuing a deepening relationship with God.
- Demonstrate previous leadership and Summer Camp Cabin Leading experience.
- Show initiative to lead in a variety of ways and manage a group to accomplish varied and diverse tasks.
- Capable of physical, sometimes strenuous, activity in the outdoors, under all weather conditions.
- Able to lovingly supervise and encourage a team of people, helping to resolve conflict between parties and help others work through challenges.
- Able to live in close quarters with others.
- Be flexible and able to multi-task.
- Willingness to listen to, mentor and support summer staff, providing guidance and practical assistance.
- Well organized, willing to learn, and possess strong communication skills.

**Supervision and Mentoring Plan:**

The Resource Counselor will be supervised by the Summer Program Coordinator and the Summer Program Director. Regular supervision will be maintained to ensure that all critical information is shared between the supervisors and the Resource Counselor. In addition, the supervisors will ensure that the Resource Counselor receives all practical support and supplies. The supervisors and Resource Counselor will work out of the same building, and consult regularly to consider daily and future staffing needs. The Summer Program Director and Assistant Summer Program Director will also be available on call at all times for any questions or immediate concerns.

The Summer Program Coordinator, Assistant Summer Program Director, or Summer Program Director will provide mentoring for the Resource Counselor. This will be both one-on-one and in a team environment. The mentor will meet weekly in a team and one-on-one twice a month with the Resource Counselor to provide personal mentoring, with the aim of creating avenues of personal growth, support, encouragement and challenge. The mentor will also provide feedback and recommendations on developing a supportive environment for the volunteers under the supervision of the Resource Counselor. The aim will be to ensure that the Resource Counselor is able to encourage, resource, mentor, and support volunteer Cabin Leaders as they care for and lead campers well. One goal setting meeting and two reviews will be conducted with the mentor to help the Resource Counselor reflect on personal growth and learning areas through the term.