



JOB DESCRIPTION | Counselor

PURPOSE

Counselors provide direct leadership and supervision of the campers, striving to create a safe, fun, and meaningful experience for each camper. Counselors support the mission and goals of Camp Akita by guiding each camper's journey through the camp experience, valuing them as individuals, and encouraging them to build genuine relationships.

RESPONSIBILITIES

Counselor responsibilities should be performed in coordination with the Staff Director, who will provide guidance and direction.

During Staff Training

- **Overview the job.** Discuss the daily schedule and expectations of all Counselors with the Staff Director. Seek guidance from those who have held your role before, including the Head Counselors.
- **Listen and participate.** Actively participate in staff training sessions. Arrive on time, ask questions, and think about how you will use what you learn during your daily work during camp.
- **Build relationships.** Spend time getting to know fellow members of the Akita Staff.

During summer

- **Maintain safety.** Be mindful of the physical, emotional, and spiritual safety of all campers, not just those in your cabin. Monitor campers to ensure they are following rules, do all you can to prevent unsafe situations, and respond with urgency and care to accidents and emergencies.
- **Participate in program activities.** Be present and on time to all camp events, including devotions, meals, games, Impact Groups, and Cabin Time. Be enthusiastic, engaged, and caring as you participate alongside campers.
- **Lead afternoon assignments.** Provide leadership and energy to your afternoon assignment at the Lake, Craft Cabin, Adventure Complex, Café, Hillside, or Options. Be an active teammate to fellow staff.
- **Collaborate with your co-Counselor.** Work as a team to maintain a fun, inclusive, and welcoming cabin experience for your campers as well as for each other.
- **Embrace the message.** Embrace Camp Akita's core values of compassion, acceptance, community, and authenticity. Seek to treat others with kindness and respect, embrace campers and staff on the margins, and be an active member of the full-camp community.
- **Communicate.** Listen to and implement announcements, instructions, and changes to plans. Seek help from camp leadership during challenging situations.

RESPONSIBILITIES OF ALL STAFF MEMBERS

- **Model appropriate behavior.** Act as a leader to the campers by modeling good behavior and leadership skills.
- **Care for your cabin.** Maintain a clean and respectful living situation in your cabin. Create rules for campers that seek to keep the cabin clean, safe, and respectful for everyone. Report any maintenance issues to camp leadership.
- **Monitor health & rest.** Keep track of your personal health, get enough sleep, and ask for help when you need it.
- **Be a teammate.** Be prepared to step into a different role (such as a "floater") due to staff shortages, unique circumstances, or changes in needs. Be helpful to other staff members and act in ways that support the full-camp community.



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PHYSICAL REQUIREMENTS

To physically perform this job, staff must be able to:

- Regularly spend long periods of time sitting on seats and on the ground, both indoors and outdoors.
- Regularly move from sitting to standing positions effortlessly.
- Regularly spend long periods of time standing and walking.
- Regularly walk and hike on uneven surfaces, up and down stairs, and up and down steep inclines.
- Regularly spend long periods of time outdoors in weather conditions including heat, sun, and rain.
- Regularly sleep in a shared open-air cabin.
- Regularly eat while sitting at a shared table or on the ground.
- Regularly use hands and fingers to handle, control, manipulate, carry, or feel objects.
- Regularly see details of objects that are less than a few feet away.
- Regularly read, write, interpret, and respond to words printed in English.
- Regularly speak, listen, interpret, and respond to words spoken in English.
- Occasionally lift 25 pounds.
- May occasionally ride in a vehicle, including a school bus, for up to 90 minutes at a time.
- Must comply with First Community Church policies regarding vaccinations, including COVID-19 vaccines, prevention, and care. Policies may include receiving a full dose of the COVID-19 vaccine prior to beginning employment. While living on-site, policies may include testing or quarantining when necessary.