



## **Camp Counselor/Support Staff/Lifeguards/Ropes Course**

**Reports to:** Assistant Directors, Camp Director

**Waycross Camp and Conference Center, located in Brown County, Indiana,** is a ministry of the Episcopal Diocese of Indianapolis. The mission of Waycross is to serve all who seek fellowship, respite, reflection, and growth by providing Christian hospitality and enriching programs. Waycross summer camp provides children and youth opportunities to discover and grow in their awareness of God by sharing adventures, living in community, exploring nature, learning new skills, and participating in reflection. At Waycross, staff bear witness to God's love through servant leadership and modeling joy, respect, and inclusiveness.

**Position Purpose:** The Counselor has the most individual contact with campers, living in cabins with 6 to 8 campers and facilitating their camp experience by leading activities and growing personal relationships. Working in a triad model, they will provide supervision and care for campers. They may have the option of leading specialty camping programs. **Support Staff** lead special programs and will be asked to support cabin counselors as needed.

### **Essential Job Functions:**

- 1. Assist with the direction, supervision, and organization of campers in their living units, within activities, and throughout camp in order to meet the intended camper outcomes**
  - Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement, and empowerment of youth
  - Assure the supervision of campers at all times
  - Be aware of and implement safety guidelines
  - Encourage acceptance and fellowship between cabin members and among cabin groups
  - Help individuals deal with problems and facilitate resolution of conflict between individuals
  - Understand the boundaries and scope of camper/staff relationships as taught and given by Waycross and the Episcopal Diocese of Indianapolis
- 2. Serve as a program leader for the cabin/adventure group**
  - Participate in the development and implementation of program activities for campers within the camp mission and outcomes
  - Assist support staff with the leading of activities
  - Actively participate in all program areas as assigned
  - Assist in specialized program (waterfront, ropes course, hiking, archery, nature, arts and crafts, etc.) as directed
  - Lead (or assist with) with the teaching of activities, songs, skits, and all camp games
- 3. Maintain high standards of health and safety in all activities for campers and staff**
  - Provide the daily care of each camper within supervision
  - Ensure that campers receive medications as directed by the health care professional
  - Assist campers and staff with personal and/or health problems, and discuss with the health care professional and Camp Director when appropriate
  - Maintain a high level of personal health and safety standards
  - Follow and uphold all safety and security rules and procedures
  - Set a good example to campers and others regarding general camp procedures and practices including sanitation, schedule, cooperation, and sportsmanship
  - Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs as needed promptly to Camp Director

#### 4. Other Duties

- Attend staff training
- Attend all required staff meetings
- Lead all-camp activities (campfires, assemblies, games, etc.) as assigned
- Assist with check-in and check-out during each session
- Perform support staff duties when assigned (kitchen support, cleaning camp facilities, snack setup and cleanup, sorting camper mail, starting campfires, assisting cabin counselors, etc.)
- Actively participate in camp worship and community life

#### **Physical/ Mental/Emotional Aspects of the Job:**

- Prolonged standing, walking long distances daily, lifting. Hiking in the hills is done almost daily.
- Ability to participate and lead outside activities in Indiana summer weather.
- Participate in an overnight primitive campout experience in the woods each week.
- Ability to observe camper and staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques
- Visual and auditory ability to identify and respond to environmental and other hazards related to the camp environment
- Physical ability to respond appropriately to situations requiring first aid

#### **Minimum Qualifications:**

- Availability: approximately 5 weeks, from May 29th - July 13th. (Extra weeks and weekend work are available.) Includes staff training and camp sessions.
- Age 18 years or older (or graduating Seniors) Exceptions (those entering their senior year and still 17 yrs. old) may be considered based on experience and maturity.
- A deep Christian faith and a desire to share that with children, youth, and young adults
- Knowledge of or willingness to learn Episcopal theology, worship, and practice
- Ability to work collegially as a member of camp staff
- Willingness to accept the working conditions of an Episcopal camp
- Has the emotional and mental maturity to supervise campers and staff in a camp setting
- Current (or ability to obtain) first aid and CPR certifications
- Candidates with specialized certifications (lifeguarding, archery, canoeing, etc.) not required, but preferred
- Must have current *Safe Church* training (provided if needed) and clear background check

#### **Compensation**

- Weekly stipend - \$350.00 weekly (1<sup>st</sup> year staff) with extra stipends for returning staff, lifeguard, rock wall, etc.
- On-site healthcare
- Room & board: cabin-style while with campers; lodging with shared bathroom and shower in staff quarters
- Staff t-shirts
- If needed, First Aid/CPR certification; training for additional specialized certifications (canoeing, archery, lifeguarding, etc.) will be negotiated as deemed necessary by the Camp Director

Apply at <https://waycrossccc.org/camp-homescreen>

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Or, contact Deb Wepler, Waycross Camp Director  
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