



GLACIER CAMP

POSITION DESCRIPTION: Full-Time Seasonal

TITLE: Lead Counselor (Exempt Position)

POSITION PURPOSE:

- Enabling others to build character values while coaching, teaching and being a positive role model for staff and campers. Programming activities that are safe, fun and appropriate for campers' age and abilities consistent with the Mission Statement and Core Values of Glacier Camp.
- **ACCOUNTABILITY:**
- The Lead Counselor reports to Program Director or equivalent. The Lead Counselor shall perform his/her work within the policies, procedures, goals, objectives by-laws, and manual of operations adopted by Glacier Camp.

RESPONSIBILITIES:

- Attend Pre-camp Staff Training or its equivalent.
- Supervise/organize camp activities: This may well include, but is not limited to: campfire activities, chapel/vesper services, outdoor meal preparation, singing, campouts, canoeing, swimming, arts and crafts, hiking, nature study, challenge course, Bible study, general discussions, etc.
- Planning activities- team building, group, and individual
- Planning activities that go along with camp themes
- Assist in maintenance and upkeep of materials/safety equipment
- Ensure camp staff and campers follow safety guidelines
- Enthusiastically participate in all assigned camp activities
- Understand development needs of specific age group
- Provide all job duties within Glacier Camp policy.
- Fulfill all aspect to the counselor's job description.
- Other duties as needed and assigned.

QUALIFICATIONS:

- Must be at least 18 years of age or a high school graduate with diploma or GED
 - Preferred: One year of college or other training after high school.
- A personal commitment to Christ.
- Possess management and leadership qualities including good verbal communication skills
- Must work well with others, of all ages and the desire and ability to work kids.
- Ability to plan, supervise and implements sports and physical programming for youth
- Certification in specific activity
- Maturity in judgment, ability to teach and supervise and maintain discipline
- Must be able to obtain or become certified in first aid and CPR

EVALUATION: Evaluation of work shall be reviewed at least once during the summer camping season by the Program Director. The Employee will complete and return summer evaluation forms to the Program Director prior to the release of the final paycheck for the season.

TERMS OF CALL:

Terms include monetary compensation and room & board for the season. Glacier Camp is an equal opportunity employer. Glacier Camp is an at-will employer. The employer or the employee may give notice of intent to terminate in accordance with the Glacier Camp manual of operations.

MISSION: LOVE GOD, MODEL CHRIST, SERVE OTHERS

CORE VALUES:

FOUNDATIONAL VALUES: (Foundational Values are the core of our mission and vision — these values are unchanging for the ministry.)

- Christ Centered
- Biblically Based
- Missional
- Rooted in Hospitality
- Faithful
- Visionary
- For ALL God's people

MINISTRY VALUES: (Ministry Values describe how we feel called to minister to our guests. These values answer the question, "What are the values that drive our ministry?" This is based on our foundational values.)

- Highly Relational
- Growth Oriented
- Quality Oriented
- Strong Leadership
- Creative