

**Land o' Sunshine Camp Cedarbrook  
COUNSELOR JOB DESCRIPTION**

**I. Personal**

- A. Displays attitudes and behaviors that reflect:
  - 1. Emotional maturity
    - focuses on others' needs, not just own
    - puts aside personal styles
  - 2. Spiritual growth
    - is able to lead a group in prayer
    - is able to lead a child to Christ
    - is able to discuss spiritual issues and share personal spiritual growth
    - applies Christian principles in dealing with campers
  - 3. Genuine love and concern for others
    - treats campers and staff with respect
    - shows sincere interest in campers
  - 4. Teachability
    - is willing to learn and try new things or new ways
  - 5. Dependability/Reliability
    - prepares for responsibilities as required
    - is prompt for assigned responsibilities and ends on time
  - 6. Enthusiasm
    - believes in what he/she is teaching or doing
    - is enthusiastic about responsibilities
    - creates interest and helps campers learn
- B. Develops
  - 1. Knowledge of camper age-group characteristics
    - uses terminology that is age appropriate
  - 2. Knowledge and competence in areas of responsibility
    - can demonstrate necessary skills
    - works to improve skill level
  - 3. Teaching ability
  - 4. Appreciation of the out-of-doors
    - is willing to participate and learn outdoor living skills
    - encourages campers to enjoy the out-of-doors
- C. Maintains
  - 1. Physical stamina
    - maintains health and participates in the full camp schedule
  - 2. Neat appearance
    - maintains dress and hygiene sufficient to not draw attention to oneself

**II. Camper**

- A. Promotes physical health and safety
  - 1. Camper health
    - reports any irregularities to the nurse
    - follows through on specific instructions for individual campers
    - follows general camp health procedures
  - 2. Safety needs
    - maintains discipline and group control
    - explains and enforces safety rules
    - is alert to emergency situations and uses preventive measures

- B. Encourages spiritual growth
  - utilizes teachable moments
  - fosters development of Christian character qualities in campers
- C. Encourages social growth
  - stresses cooperation and teamwork
  - takes advantage of teachable moments
- D. Encourages emotional growth
  - focuses on positive aspects of who the camper is, not on what they accomplish
  - gives attention, praise, and encouragement to individual campers
  - develops rapport with campers -- is friendly and approachable
  - is available to relate to campers except during time off

### III. Camp

- A. Policies
  1. Understands philosophy and policies
    - behaves in keeping with aims and philosophy
  2. Supports the camp, its policies, its directors and staff
    - avoids criticism of policies or staff, especially around campers
    - takes problems and concerns to division director
- B. Personnel
  - is able to get along with others
  - works under the authority of the divisional director
  - cooperates with other staff members
  - displays a cooperative attitude when asked to perform additional duties
- C. General Duties
  - attends and is on time to staff and divisional meetings daily unless assigned elsewhere
  - reports safety concerns to division director
  - all other duties as assigned
- D. Specific Duties
  1. Camper supervision
    - is present with cabin group during all evening activities
    - conducts cabin night
    - spends time at least once during the week with each camper individually
    - encourages campers to try new skills
  2. Spiritual leadership
    - prepares and leads Bible-exploration daily using the material provided
    - begins and dismisses Bible-exploration at the appropriate time
    - prepares and leads cabin devotions
    - explains how to do Morning Watch
    - is available to help each camper with Morning Watch one day
  3. Evening programming
    - prepares and leads assigned parts
  4. Paperwork requirements
    - follows daily checklist diligently
    - completes required paperwork promptly and accurately
  5. Activity leadership
    - teaches or assists in activities