

## **Redeemer Summer Kamp - Covenant**

The following are the expectations of each counselor, regarding their leadership role, set forth by the Kamp Committee and Redeemer Summer Kamp Director Lutheran Church of the Redeemer, Birmingham, MI.

### **As a counselor, I will...**

- 1) At all times keep myself "Christ-centered" for the entire week, always contributing to the effort, and behaving in a way in which our Lord and Savior Jesus Christ would be proud.
- 2) Commit to the following schedule without fail: Thursday, July 25, 2019 at 9am to Friday, August 2, 2019 at 4pm.
- 3) Serve as a Christian role model for the campers under my care and supervision.
- 4) Dress appropriately at all times and be an example to my campers. When in doubt – see #1!
- 5) Put the needs of the campers and the Kamp program above my own needs at all times. This includes observing the 12:30am curfew.
- 6) Assist the Kamp Director, Program Directors, and other Senior Staff with a willing and positive attitude when asked to do so.
- 7) Not participate in any harmful or immoral activities involving myself or others. When in doubt – see #1!
- 8) Not bring to Kamp or have in my possession at any time during Kamp the following items: alcohol, tobacco products, illegal or controlled substances, fireworks, or any other items that would cause harm or damage to any persons or the camp facility and its grounds.
- 9) Use my God-given gifts and abilities to their fullest in executing the Kamp program and promoting a Christian attitude and atmosphere among the campers during their stay at Kamp.
- 10) Obey, agree to, understand, appreciate, and defend the rules and policies set forth by the Kamp Director.

**I have read the above expectations and I am willing to serve in the role as described in my job description (on the back). I also understand that my failure to adhere to the above expectations will result in disciplinary action, including possible immediate dismissal from camp, and the forfeiture of any stipend that was to be compensated.**

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Print Name - Staff

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Date

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Signature - Staff

## COUNSELOR JOB DESCRIPTION

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### Qualifications

- Must 18 years of age or older on or before the first day of Kamp (the day the campers arrive)
- Must be a baptized and confirmed Christian who acknowledges Jesus Christ as their personal Lord and Savior and are eager to share the love of Christ with the world
- Must love working with children and desire to spend 24 hours a day on duty as a counselor at Kamp
- It is preferable, though not required, that the counselor have at least 1 year of experience as a Counselor in Training (CIT)

### Primary Responsibilities & Expectations

Counselors report directly to the Kamp director but look to all senior staff including medical staff, program directors, etc. for guidance and assignments. A Counselor is placed in charge of a cabin of campers ages 8-11 or 12-14. A counselor may or may not be assigned a CIT to assist them. Being a camper counselor is a one week 24 hour a day job- you are in charge of the welfare of your campers for the entire duration of Kamp. A counselor's primary responsibilities include:

#### Seeing to the welfare of campers:

- The Counselor shall always know where each of his/her campers are and provide for their appropriate supervision.
- The Counselor shall look out for the general safety of the campers by obeying and enforcing all Kamp rules and policies.
- The Counselor shall supervise the campers in all activities, making sure that Christian values and morals are adhered to in everything that goes on at Kamp.

#### Teaching Campers about the Love of God:

- It is a well proven fact that a Counselor who makes Jesus cool is able to make a significant impact on the lives of their campers.
- Lead a twice daily small group bible study (called Encounters) using materials provided by the Kamp Director.
- Interpret the Christian Faith by positive role modeling and sharing of your own faith.
- Use situations and events that occur at Kamp to reinforce and apply the themes and lessons of the Bible study materials.
- Help the campers adjust and grow together in acceptance and understanding of each other.

#### Making Sure Campers Have Fun:

- Assist with program activities as assigned, work closely with the Program Directors and Kamp Director.
- Participate in all activities, worship, and games.
- Be available to talk to campers one on one, and help campers through feelings of insecurity, homesickness and ostracism.
- Always look out for the camper who is not participating and get them involved!

### Please keep in mind the following:

- Being a camp counselor is a demanding job! You must love having kids follow you around 24 hours a day – there are no breaks at camp (while counselors do get some “off” time) you are on duty as a counselor the entire week 24 hours a day. Please consider this huge responsibility before applying to be a counselor.
- No staff member is ever a “shoe-in” to be hired for future years at Kamp. Each year your performance at Kamp is evaluated by senior staff and reported to the hiring committee for use in future hiring decisions. We look for a demonstrated Kamp attitude that is full of service and love for God and the kids.
- Please remember that we expect our Kamp counselors to represent the Kingdom of God at all times, both while at Kamp and while not at Kamp. This means we will take factors besides your service at Kamp into consideration during hiring decisions. This might include, but is not limited to, the opinion of your references (if required or requested), your presence on social media, and your other interactions with Lutheran Church of the Redeemer.