

Summer Counselor Overview

The Summer Counselor provides direct supervision, care, and mentorship for a group of campers throughout their camp experience. Counselors live and work within the village community, guiding campers through daily activities, supporting their social and emotional needs, and helping create a safe, welcoming, and Christ-centered environment. Counselors play a key role in building relationships with campers, encouraging participation in camp programs, and modeling positive behavior and Christian values. Through daily interactions, counselors help campers experience community, develop confidence, and grow in their faith during their time at Good Earth Village. Counselors are expected to model servant leadership by putting the needs of campers and the community first, demonstrating humility, compassion, and a willingness to serve in all aspects of camp life.

Key Responsibilities

Camper Care & Supervision

- Supervise and care for assigned campers at all times, ensuring their safety and well-being.
- Provide leadership, guidance, and faith formation for campers in cabin groups (grades K–12) and day camp programs.
- Recognize and respond to opportunities for problem solving and conflict resolution within camper groups.
- Maintain appropriate camper supervision and safety practices at all times.
- Communicate camper concerns, incidents, or behavioral issues to the Village Leader or appropriate leadership staff.

Camper Experience, Programming & Faith Formation

- Facilitate Bible study, devotions, and faith-based discussions appropriate for camper age and context.
- Lead games, outdoor activities, and small- or large-group programming in alignment with the daily camp schedule.
- Collaborate with program staff to plan and implement daily activities for cabin or activity groups.
- Provide opportunities for each camper to experience success, growth, and meaningful engagement in camp activities.
- Encourage teamwork, respect, and positive social interaction among campers.

Program Participation & Community Support

- Participate actively in scheduled camp programs, special events, and evening activities.
- Contribute to the overall positive and Christ-centered culture of the camp community.
- Maintain communication with staff and provide feedback, suggestions, or observations to the Director of Programs and Ministry.
- Serve as a representative of Good Earth Village to families, pastors, volunteers, and visiting guests.
- Demonstrate servant leadership by supporting fellow staff, prioritizing camper needs, and contributing to a positive and collaborative camp environment.

Safety & Policy Compliance

- Follow all camp safety procedures, operational policies, and ACA standards.
- Ensure campers follow program guidelines and safety expectations.
- Recognize and immediately report any suspected child abuse, neglect, unsafe conditions, or risk of self-harm, in accordance with state law and Good Earth Village policy.
- Assist in responding appropriately to camper health or safety concerns.

Why This Role Matters

Counselors are the staff members who spend the most time with campers and have the greatest opportunity to shape the camper experience. Through daily care, encouragement, and mentorship, counselors help campers build confidence, develop friendships, and grow in faith. By creating a safe and supportive environment, counselors help ensure that each camper has a meaningful and memorable time at Good Earth Village.

Mission Alignment

Summer Counselors, like all summer staff, are expected to uphold the mission, values, and Christian faith foundation of Good Earth Village. In addition, Counselors play a key role in shaping the daily camper experience through mentorship and intentional relationship building. Specifically, Summer Counselors:

- Uphold the mission, values, and Christian faith foundation of Good Earth Village.
- Support and follow operational practices consistent with American Camp Association (ACA) standards.
- Ensure the safety, supervision, and well-being of campers at all times.
- Participate fully in camp life, including outdoor activities, worship, and scheduled programming.
- Attend and actively engage in staff meetings, trainings, and leadership sessions.
- Communicate clearly, respectfully, and promptly with campers, staff, and leadership.
- Represent Good Earth Village professionally to families, guests, volunteers, and congregational partners.
- Maintain appropriate professional boundaries and demonstrate integrity, flexibility, and a team-first attitude.
- Respond calmly and effectively to conflicts, challenges, and emergencies.
- Model Christian faith and positive behavior for campers.
- Encourage meaningful relationships among campers.
- Support programs that connect campers with faith, community, and the outdoors.
- Model servant leadership by putting the needs of campers and others first, fostering a culture of humility, service, and Christ-centered community.

Mandatory Qualifications

- Preference given to applicants 18 years or older with at least one year of college or equivalent experience working with youth.
- Experience working with youth in camps, ministry, education, or related settings preferred.
- Strong interpersonal, communication, and teamwork skills.
- Ability to supervise and engage campers in a safe and supportive environment.
- Current CPR/AED and First Aid certification, or willingness to obtain certification during staff training provided by Good Earth Village.
- Completion of mandatory reporting and child protection training during staff orientation.
- Ability to follow and uphold American Camp Association (ACA) standards and all camp policies and procedures.
- Commitment to supporting the Christian mission and values of Good Earth Village.
- Must pass a criminal background check and be authorized to work in the United States.

Physical Requirements

- Ability to actively participate in outdoor camp activities for extended periods.
- Ability to walk frequently between program areas across uneven terrain.
- Ability to lift and carry up to approximately 30 pounds when assisting with program equipment or camper needs.
- Ability to work in typical summer camp conditions including heat, humidity, rain, and insects.
- Ability to respond quickly in emergency situations and support camper safety.

Work Environment & Schedule

- Seasonal summer position.
- Work schedule includes long days, evenings, and overnight responsibilities with campers.
- Staff live and work in a residential camp environment.
- Breaks and time off are scheduled within the weekly camp rhythm.

Camp Mission & Goals

Good Earth Village provides a safe, inviting, and nurturing faith community for all participants. Each person and position is valued equally, and this lifestyle is modeled daily through servanthood consistent with our mission: exploring God in Creation, growing faith in community, and engaging the world as followers of Jesus.

Location: Good Earth Village

Reports To: Director of Programs and Ministry

Position Type: Full-Time, Seasonal

Salary: Weekly compensation begins at \$450