

### Village Leader Overview

The Village Leader provides leadership, support, and supervision for a team of summer counselors and their assigned campers within a designated village or program area. This role ensures counselors are supported, campers are safe and engaged, and daily operations and programming run smoothly. Village Leaders serve as the primary connection between counselors and the summer leadership team, mentoring staff and maintaining a positive, Christ-centered environment.

### Key Responsibilities

#### Staff Leadership & Support

- Supervise and mentor a team of counselors within the village or program.
- Provide support, encouragement, leadership, and constructive feedback to counselors and support staff.
- Be visible and available to counselors, support staff, and leadership for guidance and problem-solving.
- Lead daily village staff meetings and communicate schedules, expectations, and changes.

#### Program Leadership & Implementation

- Plan and implement daily programming, including worship, games, activities, and service opportunities.
- Participate in and oversee daily activities with campers.
- Communicate daily plans and schedule changes to counselors in advance.
- Assist with specialized programming (e.g., outdoor cooking) as applicable.

#### Camper Care & Supervision

- Provide attentive, developmentally appropriate supervision and support for campers.
- Respond to camper concerns including homesickness, conflict, and behavioral challenges.
- Attend meals with campers and actively engage in the daily camp experience.
- May be assigned to a cabin group and fulfill counselor responsibilities as needed; the Director of Programs and Ministry, Program Manager, and Summer Coordinator will assist in relieving responsibilities when appropriate.

#### Safety & Risk Management

- Follow and enforce camp policies related to camper and staff behavior and safety.
- Carry out responsibilities related to camper health and safety and remain familiar with emergency procedures.
- Communicate incidents, concerns, or injuries to appropriate leadership staff.
- 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.

#### Communication & Leadership Collaboration

- Serve as the primary liaison between counselors and the summer leadership team.
- Meet with the Director of Programs and Ministry to discuss program needs, concerns, and improvements.
- Follow the direction and supervision of the Director of Programs and Ministry in all areas of program and camper care.

#### Training & Camp Support

- Participate fully in Leadership and Staff Training.
- Assist with planning and leading staff training sessions.
- Step into additional roles (e.g., Day Camp Leader, Counselor) as needed.
- Perform other duties and support overall camp operations as assigned.

#### Representation & Community Building

- Foster a welcoming, inclusive, and Christ-centered community.
- Encourage positive relationships among campers and staff.
- Serve as a professional representative of Good Earth Village to pastors, youth directors, education directors, volunteers, and parents.

## Why This Role Matters

Village Leaders provide essential leadership and mentorship to counselors, who work most directly with campers each day. Through consistent presence, strong leadership, and thoughtful programming, they help ensure campers have a safe, supportive, and meaningful experience. By mentoring staff and responding to challenges, Village Leaders foster a positive environment where campers grow in faith, community, confidence, and joyful engagement with creation.

## Mission Alignment

Village Leaders, like all summer staff, are expected to uphold the mission, values, and Christian faith foundation of Good Earth Village. In addition, Village Leaders play a key role in modeling and fostering leadership within the camp community. Specifically, Village Leaders:

- 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 servant leadership for counselors and campers.
- Encourage meaningful relationships among campers and staff.
- Support programs that connect campers with faith, community, and the outdoors.

## Mandatory Qualifications

- Minimum age: 18 years (21 preferred).
- At least (1) summer of previous experience in an Outdoor Ministry setting.
- Previous experience working with children or youth in a camp, church, school, or volunteer setting preferred.
- Previous leadership experience supervising or mentoring staff or volunteers preferred.
- Strong leadership, communication, interpersonal, and organizational skills.
- Ability to make sound decisions, solve problems, and remain calm under pressure.
- Ability to follow and uphold American Camp Association (ACA) standards and all camp policies and procedures.
- Current CPR, First Aid, and AED certification required, or ability to complete certification during staff training provided by Good Earth Village.
- Completion of mandatory reporting and child protection training during staff orientation.
- Commitment to the mission, values, and Christian faith foundation 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.
- 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