

ChangeMaker Leadership Program  
Track Role Description  
**Counselor Track (C.T.)**

Position Purpose: Shadow and help Camp Counselors, helping campers have a meaningful session.

Essential Job Duties:

1. Shadow and help Camp Counselors while they provide personal care to campers
  - a. Maintain appropriate boundaries, only observing toileting, changing, or bathing cares when all of the following parties approve: the camper, leadership team, and camp counselor.
  - b. Will help during personal cares by handing supplies, provide a privacy curtain, feeding, and monitoring other campers
  - c. Ensure camper safety by helping to monitor campers when required and maintain safe camper ratios.
  - d. Assist with helping campers board and exit the bus and walking to program areas.
2. Model and promote respectful interactions with campers to improve camper experience
  - a. Maintain appropriate camper boundaries when listening to, engaging with, and/or assisting campers with camp activities.
  - b. Help campers feel valued by helping campers make new friends, engaging in conversation with campers.
  - c. Respect Challenge by Choice by helping campers try new experiences without forcing them.
  - d. Interact with participants in a respectful, age-appropriate and culturally-appropriate manner
3. Improve Camp Programs
  - a. Assist in the brainstorming, planning, and implementation of current and new camp activities such as songs, games, campfire, evening activities, all camp activities, etc.
  - b. Provide constructive feedback to Camp Staff on implementation of activities and suggestions to improve.
  - c. Take initiative to facilitate a camp game or song during waiting times to keep campers occupied, engaged, and having fun.
4. Provide support to staff to help camp be cleaner, safer, and better.
  - a. Help serve camper meals in sanitary conditions by washing hands, and wearing gloves.
  - b. Maintain a clean camp by helping staff clean up after meals, clean up cabins, picking up litter, take out trash etc.

- c. Help staff with various tasks, for example fetching supplies from storage shed, taking pictures of campers, filling water jugs etc.
- d. Inform the Leadership Team of any safety concerns noticed.

In addition, because this track's intention is to mentor future camp counselors, participants must be aware, understand, and have the ***potential*** to meet (pending future hiring) the following additional job requirements that we expect of employed camp counselors:

1. Monitor and respond to safety of participants
  - a. Ensure the safety of each participant by participating in safety training and emergency drills.
  - b. Complete and maintain certification in CPR, First Aid and Universal Precautions.
  - c. Know emergency procedures and implement as necessary.
  - d. Report suspected abuse, neglect and exploitation of participants immediately per Easterseals policies and procedures .
2. Participate as a member of the Interdisciplinary Team, providing appropriate information for campers' camp care and experience.
3. Perform other duties as assigned, including attending required training sessions.
4. Comply with standards of Easterseals National, American Camp Association, and the Boy Scouts of America.

Qualifications:

- Certifications or Trainings on Camp Program areas preferred.
- Experience with youth and/or with individuals with disabilities preferred.
- Experience as a camper preferred.

Physical Demands:

- Regularly stand; walk; run; use hands to finger, handle, or feel and reach with hands and arms.
- Climb or balance; stoop, kneel, crouch, or crawl;
- Occasionally sit
- Frequently lift and/or move up to 50 pounds.
- Specific vision abilities required by this job include being able to talk and hear, have close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.
- Will be working with multiple kinds of adaptive technology and view documents online.
- Regularly exposed to outside weather conditions including, but not limited to wet, dry, cold, hot, and/or humid conditions

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Information contained in this Track Role Description represents the standard method of accomplishing the duties of this role. The preceding essential functions are not intended to be an exhaustive list of tasks and functions for this role. Other tasks and functions may be assigned as needed to fulfill the mission of the affiliate. Reasonable accommodations may be considered as required and/or requested.

**STATEMENT OF UNDERSTANDING:**

I have fully read and understand my responsibilities as a ChangeMaker Leader – Counselor Track.

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