

Glen Lake Camp and Retreat Center strives to create a Christian environment where authentic relationships are formed. Our mission is to make disciples of Jesus Christ for the transformation of the world.

We welcome every camper with adventure, community, and life in Christ. The very nature of Camp, brings us out of our comfort zones and into a life cut off from distraction, so we can experience and explore God's beautiful creation. Summer Camp brings us together with lasting friendships, strengthened through intentional life together. Together we soak in God's Holy Word to develop and grow our relationships with Christ, people, and the world.

Unique Adventures • Intentional Community • Life in Christ.

Core Values: Love Deeply • Host Graciously • Serve Intentionally

Staff Purpose: The Lead Staff seeks to lead and serve as a faithful part of God's work in and through the ministry of Glen Lake Camp. The counselor serves on a ministry team dedicated and committed to a team approach to the ministry entrusted to us.

Job Summary: The Lead Staff help to lead the summer camp program by mentoring and leading the summer staff as well as coordinating all programming aspects of the program. The position assists the Program Director and Program Assistant in leading a successful summer camp program. Summer Staff positions are full-time, seasonal, exempt positions under the federal seasonal recreation exemption.

Lead Staff will not be in a cabin with camper, unless otherwise needed.

Duties: (Include by not limited to)

- Deliver a summer camp program to campers.
- Coordinate all camp programs by utilizing all summer staff.
- Lead and coordinate program activities.
- Assist in the implementation of safety procedures.
- Ensure campers and staff follow safety procedures in all program areas.
- Serve as a mentor to our Counselor Staff, Crew Staff, and ELI Guides.
- Perform nightly room checks for campers and staffers.
- Evaluate when staffers need encouragement and a break from campers.
- Maintain clear and positive written communication with all camp staff.
- Keep camp clean and will be responsible for cleaning buildings, spaces, and outdoor areas.
- Participate enthusiastically in all camp activities, providing support and guidance to the Emerging Leaders and other Glen Lake Camp Summer Staff.
- Participate as a member of the camp staff team to deliver and supervise evening programs, special events, and other all-camp activities and camp functions.

Required Qualifications:

- Must be at least two years out of high school.
- An active and growing faith in Jesus Christ, with a heart for ministry and a passion for serving others.
- Integrity and consistent work ethic.
- A team-oriented servant attitude and the ability to relate well with others.
- Interpersonal communication and organizational skills.
- The ability to handle conflict in a respectful and professional manner.

- Desire and ability to work with children and adults OUTDOORS.

Physical Aspects of the Position:

- Ability to communicate and work with groups participating and provide necessary instruction to campers and staff.
- Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Ability to observe staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
- Physical ability to respond appropriately to situations requiring first aid.
- Must one able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.

Additional Physical Requirements

Some physical requirements of a counselor could be endurance including standing, some bending, stooping, and stretching. Requires eye-hand coordination and manual dexterity to manipulate program equipment and program activities. Requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs. Willingness to live in a camp setting and work irregular hours delivering program in the facility available. Operate with daily exposure to the sun and heat and varying weather conditions.

Experience in Outdoor Camp and/or leading your peers is preferred.

Reports to: The Program Director and Leadership Development Director or designee

The Program Lead will adhere to the principles of confidentiality concerning the business of this ministry.

These are not the only responsibilities assigned to this position. Other responsibilities may be assigned and the above list may be altered.

Time Commitment:

Summer Staff are hired for a "term" stretching throughout the summer. Most work weeks are from Sunday at 2:00pm to Friday at 2:00pm. Our goal is to give staff 48-hours off every weekend.

Summer Staff Extras:

Glen Lake Camp provide all meals during Summer Camp sessions and provides lodging for the term.

Room and Board for the agreed term of employment.

Meals during camp sessions and staff training.

Laundry Facilities.

Glen Lake Camp Staff T-shirts.

Workman's Comp. Insurance.

Apply at <https://www.glenlake.org/summerstaff>

Questions? Contact our Leadership Development Director, Claire Reents at claire@glenlake.org or 254-897-2247.