



JOB TITLE	Overnight 11-14 & 14-17 Camp Counselor		
REPORTS TO (title)	Overnight 11-17 Program Manager		
DEPARTMENT NAME	Eagle Lake Camps		
DATE CREATED/UPDATED	9/28/2023	PAY GRADE	(assigned by HR)

PRIMARY PURPOSE

The Overnight 11-17 Camp Counselor shall serve Eagle Lake Camps and fulfill the responsibilities listed below in the spirit of The Navigators' calling, values, and purpose: To advance the Gospel of Jesus and His Kingdom into the nations through spiritual generations of laborers living and discipling among the lost.

This position is responsible for working with campers ages 11-17, engaging them with enthusiasm in adventure excursions and activities (including mountain biking, rock climbing, lake activities, camping out etc). They will lead campers in daily Bible study and look for opportunities to encourage campers in their relationships with the Lord through discipleship opportunities.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- **35% Camper Engagement** – engage and lead campers in high-energy physical games and activities (i.e. outdoor adventures, shooting skills, waterfront)
- **10% Camper Basic Needs** - You are their parent for the week. Taking care of their basic needs is an essential part of the job. Making sure they are getting enough to eat, drink, sleep etc.
- **15% Camper Bible study** – prepare for and lead campers in daily Bible study and teach them what it looks like to spend time with God
- **20% Camper Discipleship Opportunities** – Consistently seek opportunities to minister to and encourage campers in their relationship with the Lord through discipleship opportunities
- **10% Staff Bible Study** – Prepare throughout the week and come ready for an in-depth discussion in staff Bible study.
- **10% Running Activities** – You will be trained and then responsible for running a specific activity during camp hours (Zip line, riflery, archery tag, etc).
- **Adaptability/Flexibility-** While the primary role of an Teen Camp Counselor is to work with campers between the ages of 11-17, there may be weeks at camp where help in Eagle Lake’s Overnight 8-11 Camp or Eagle Lake’s Day Camps (ages 6-12) need additional staff. A willingness to be adaptable and flexible in working with different age groups is a requirement for this position.
- **Teamwork** – Responsible to assist in the advancement of all Eagle Lake Camps’ programs as needed

MINIMUM QUALIFICATIONS AND EXPERIENCE

- Belief in and adherence to the Statement of Faith and Mission of The Navigators.
- Experience working with children ages 11-17
- Some experience in outdoor activities such as hiking, biking, climbing, kayaking, camping
- Be able to carry camping equipment and lead campers as they set up tents and cook meals on trail
- Ability to take initiative
- Passionate about sharing the Gospel with teenagers
- Commitment to Eagle Lake Purpose, Core Values, and Brand Promise
- Willingness to abide by Eagle Lake Relational Covenant
- **Teachable** – capable of being taught; apt and willing to learn and grow
- **Team-ability** – a team player who understands nothing worth accomplishing can be done alone
- **Adaptable** – able to adjust behavior and actions according to what the situation requires. Innovate based on new or unexpected conditions and modify plans or expectations.
- **Driven** – a desire to grow and push oneself to be better; willingness to take risks; frequently seek out fresh achievements
- **Resilient** – able to bounce back from stress quickly and not become easily discouraged. An understanding that failure is part of the process and furthermore a basis for learning and growth.
- **Humble** – a willing learner with self-awareness, proactively seeking other’s input and feedback.
- **Curious** – exploring the unknown and questioning the status quo in pursuit of better, more effective solutions
- **Emotional Strength** – positive attitude, high empathy, and emotional control in stressful situations

Measurable Accountabilities (KPI’s)

Camper Bible Study	Counselors are prepared for Camper Bible study and the study is engaging for campers. Send home Bible study handouts with each camper every week listing a positive thing that camper did and how they grew that week.
Camper Discipleship	Submit at least two DISCO reports weekly.
Enthusiasm	Meet campers with enthusiasm every day. Lose to campers at least twice in gaga ball or Nuke ‘em per week.
Spiritual Development	Counselors are prepared for and meaningfully contribute to their staff Bible study .
Camper Excursions	Ensure every camper is able to participate in what he/she signs up for. Attend at least 2 excursions/week with campers.

