



COUNSELORS IN TRAINING:

(this is a general description and not limited to the responsibilities listed herein)

Employment Term: Staff work 5 weeks.

General Responsibility:

Build relationships with kids and support the mission of Camp Timberline by reaching and strengthening kids for Christ. Counselors in Training are responsible for the campers in their "cabin group" and are the pace-setters for each day.

Coaching Areas:

Art

Basketball

Dance and Fitness

Football

Lacrosse

Soccer

Volleyball

Adventure Elements: All staff will be facilitating the Climbing Wall/Inflatables

Work Environment – Please see "Job Requirements for All Staff"

All staff should be able to perform the essential functions of their position within Camp Timberline's unique work environment.

Minimum Job Requirements - Please see "Job Requirements for All Staff"

Completed junior or senior year of high school.

Training Requirements:

- Review Day Camp Playbook and complete Playbook test.
- Review any training videos if provided.
- Arrive at designated church location for training review and site set-up.

Specific Job Requirements:

- Be present with kids, and show them God through your life example
- Create a physically and emotionally safe environment that is positive and welcoming each day
- Create and teach a safe, well-rounded curriculum that relates to life lessons
- Participate in all activities and meals with enthusiasm as you make this the best week in a camper's life
- Communicating through small groups
- Facilitate spiritual development for each camper in a relational environment
- Set a good example for campers and others, including cleanliness, punctuality, and sportsmanship
- Enforce camp safety regulations
- Monitor the whereabouts of assigned campers at all times
- Identify needs of campers and facilitate problem solving
- Oversee camper self-care by guiding them in healthy choices, wearing sunscreen, washing hands, eating a healthy lunch, and staying hydrated for outdoor activities.
- Respect each camper for their uniqueness; within each group help create a community of people that is safe and encouraging to all members (understanding and appreciating diversity, emphasizing communication and teamwork). This includes awareness of negative behavior and enforcing our bullying policy.
- Work alongside and support co-counselors and other staff
- Respect the authority of the leadership staff and church personnel
- Excellent customer service that exceeds expectations for both campers and parents

Specific Job Requirements Continued:

- Plan and execute a sport curriculum for one hour each day so that each camper returns home with a new/improved skill.
- Participate in all staff activities including Bible studies, covenant time, and social events.
- Other duties as assigned.

In addition to the regular counseling role, each Counselor in Training has the following additional responsibilities depending on position:

Sport Specialty Responsibility:

Plan and execute a sport curriculum for 1.5-2 hours each day so that each camper returns home with a new/improved skill. Counselors in Training are expected to have past experience (high school level preferred) and the ability to plan, teach, and encourage campers at all levels.

Adventure Responsibility:

Connect the day's theme through "challenge-by-choice" activities while providing a safe and encouraging environment on all of camp's mountain adventure elements. Responsible for safety, quality of equipment, implementation, and debriefing for both male and female camper groups. Previous experience with belaying and debriefing preferred.

Equipment Responsibility:

Set up and tear down of all the equipment daily. Each staff member must learn to be familiar with inflatables, tents, gaga pit, sound system, climbing wall, etc. and assist in set up and tear down of this equipment daily.

Church Responsibility:

Assist with daily clean up to leave premises in good condition each night after camp. Respect the guidelines given by church staff on their facilities and equipment. Deep cleaning of the facility after closing on Friday. Represent Christ and Camp T to church staff and community.

Host Home Responsibility:

Represent Christ wholeheartedly to host home family. Communicate schedule clearly, keep host home clean, be thankful for meals provided, respect their house guidelines including curfew, and offer to help/serve whenever needed.



Camp Timberline Job Requirements for All Staff

Work Environment:

The work environment at Camp Timberline is unique. All Staff should be able to perform the essential functions of their position within this environment:

- Daily activity takes place at a starting altitude of 5200 feet for Day Camp locations and 9400 feet for overnight camp. Physical activities may be strenuous at times and may take staff up to 12,000 feet.
- Temperatures may go above 95 degrees at Day Camp locations.
- Overnight camp terrain is rustic and mountainous.
- Staff accommodations consist of shared cabins, church buildings, or host homes for multiple weeks. These accommodations may occasionally have limited privacy and less comfortable sleeping arrangements.
- The group-based or community-living environment involves high social interaction each day.
- Duties require extensive hours each day being the caretaker for youth that includes standing, swimming, athletic activity, ropes course participation, and lifting and carrying camper items and program supplies that may be over 30 pounds.
- Staff are expected to self-manage and promote good mental, emotional, and physical health in a team environment.
- Overnight camp staff live in remote and highly engaged environments for multiple weeks with minimal communication outside of camp except for time off periods (much like a mission trip).
- Staff do not have access to internet or mobile devices during working hours unless they are assigned a computer for their job.
- A health care professional will be available at overnight camp when summer camp is in session. There is no health care professional at Day Camp locations. For more urgent or extensive care, local clinics/hospitals are utilized in the Estes Park area and near Day Camp sites.

If you have other health needs (ie. allergies, asthma, etc.), please contact one of our Directors for expectations and services available.

Minimum Job Requirements:

- Belief in the truth and power of the Gospel of Jesus
- Strong Christian faith and active relationship with Jesus Christ
- A firm belief in the complete truth of scripture
- Godly character, integrity, and adaptability
- Joyfulness, patience, kindness, self-control
- Able to develop fun, positive relationships with campers
- Concern and proactive approach to camper safety (emotional, mental, physical, and spiritual)
- Focus on kids
- Ability to live and work well in community and team dynamic
- Possess a strong and dependable work ethic, including being on time and responsible for all duties
- Ability to perform under challenging work conditions (hot temperatures, less sleep, and longer work hours)
- Ability to accept supervision and constructive criticism
- Current Adult and Pediatric CPR certifications
- Wilderness First Aid certifications (course available through camp during Staff Training)