Updated Oct. 2025

LIVING RIVER
A RETREAT ON THE CAHABA

# Summer Camp Counselor Position Description

**Job Title:** Camp Counselor

**Reports to:** Head Counselor(s) and Executive Director

**Position Purpose:** Counselors are the primary caregivers for each camper. The counselor is responsible for teaching, coordinating, and carrying out activities and guiding campers in their personal growth and daily living skills.

**Essential Job Functions:**

- Assist in the direction, supervision, and organization of campers in their cabin, during activities, and throughout the camp to meet the intended camper outcomes.
    - Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, good stewardship of creation, recreational skill building, independence, and empowerment.
    - Assure campers are adequately supervised at all times.
- Nurture campers in their faith formation and model positive engagement with Bible study, prayer, and worship.
- Participate in the development and implementation of camp activities aligned with the mission and desired outcomes.
    - Responsible for leading and assisting with the teaching of assigned activities.
    - Actively participate in all assigned program areas, including waterfront, recreation, games, and arts and crafts.
    - Encourage the development of specific activity skills based on individual and group interests and abilities.
- Maintain high health and safety standards for all camp activities involving campers and staff.
    - Provide daily care for each camper under your supervision, including health and hygiene.
    - Ensure that campers receive their medications as directed by the health care manager.
    - Be alert to camper and staff needs and assist them with personal and/or health problems, discussing with the healthcare provider and Living River director as appropriate.
    - Follow and uphold all safety and security rules and procedures.
- Be alert to equipment and facilities to ensure proper use, care, and maintenance; report needed repairs promptly to your supervisor.
- Be a good role model to campers and others by having a positive attitude, good sportsmanship, sensitivity to all, respect for camp procedures and practices.

**Other Job Duties:**

1. Contribute to verbal and written evaluations and communication as requested.
2. Participate enthusiastically in all camp activities, planning, and leadership responsibilities.
3. Help where needed, whether it is in the kitchen, maintenance, supervision, etc.

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**Qualifications:**

- Must have graduated from high school.
- Must be able to become certified in First Aid/CPR.
- Must have a clear background check.
- Must have transportation to and from camp.
- Must enjoy the outdoors.
- Must feel comfortable talking about God.
- Must be open to working with coworkers of different backgrounds.
- Must be open to receiving feedback.
- Must like children and youth.

**Necessary Knowledge, Skills, and Abilities**

- Understand the developmental needs of children and youth.
- Relate to children, youth, and adults positively.
- Complete staff training satisfactorily.
- Communicate well with campers and staff.
- Problem solving.
- Putting the needs of campers ahead of your own
- Ability to take initiative, see what needs to be done, and do it without supervision.
- Ability to work with others with no drama.

**Physical Aspects of the Job:**

- Ability to communicate with a diversity of coworkers and campers, providing necessary instruction and positively influencing the culture of camp.
- Ability to observe camper behavior, assess its appropriateness, enforce safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Ability to observe staff behavior, assess its appropriateness, enforce 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 specific activities.
- Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess the strength and endurance needed to maintain constant supervision of campers.
- Physical ability to help lead recreational activities like canoeing, hiking, archery, etc.
- Physical ability to perform job duties in the heat of the summer, working long hours, including the self-awareness to know when a break is needed and ask for it.

**Compensation:**

All room and board are provided while counselors are on duty. See the pay scale below:

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**LIVING RIVER SUMMER STAFF DATES AND PAY SCHEDULE FOR SUMMER 2026:**

| Dates and Times | Camp | First Year Base Rate ($110/day) | First Year w/Lifeguard Cert. Base Rate ($120/day) | Returning Base Rate ($120 per/day) | Returning w/ Lifeguard Cert ($130/day) | Automatic Deposit Date |
|---|---|---|---|---|---|---|
| 9 am, Tues., May 26-3 pm, Fri., May 29 (4 days) | Training | $440 | $480 | $480 | $520 | 06/10/26 |
| 9 am, Mon., June 1-3 pm, Thurs., June 4 (4 days) | Training | $440 | $480 | $480 | $520 | 06/10/26 |
| Noon, Fri., June 5-6 pm, Fri., June 12 (8 days) | You & Me Camp, Night Owl Camp, and Elementary Camp 1 | $880 | $960 | $960 | $1,040 | 06/24/26 |
| Noon, Sun., June 14-6 pm Fri., June 19 (6 days) | Creative Camp | $660 | $720 | $720 | $780 | 06/24/26 |
| Noon, Sun., June 21-6 pm Fri., June 26 (6 days) | Elementary Camp 2 | $660 | $720 | $720 | $780 | 07/01/26 |
| Total | | $3,080 | $3,360 | $3,360 | $3,640 | |

*Applicable employment taxes will be withheld, and a W-2 will be mailed by 1.31.2027.