

# COUNSELORS

## DESIRED QUALIFICATIONS

- Must be at least 18 years of age.
- Must have at least four weeks of experience in structured group camping and/or at least four weeks experience in a supervisory role with children or have satisfactorily completed a camp counselor orientation program prior to the arrival of campers.
- Must be a responsible, mature and dependable Christian.
- Flexible and creative.
- Have stamina and a desire to work in a camp setting.
- Have a love for children.
- Must possess current First AID and CPR certification.

## RESPONSIBLE TO BOYS / GIRLS DIRECTOR

### CAMP GOALS

- To provide and encourage a friendly, accepting, peaceful and unified cabin unit which gets along well with other cabin units.

### GENERAL RESPONSIBILITY

- To maintain a smooth running cabin program where campers feel comfortable and accepted, and where emotional and spiritual support is readily available.

### SPECIFIC RESPONSIBILITY

1. Be a Christian example to campers while exemplifying the lifestyle and ideals of the Seventh-day Adventist Church.
2. Treat each camper with courtesy and respect.
3. Actively participate and encourage campers in all facets of camp life, including assigned periods.
4. Assist in various areas where needed.
5. Attend recreation period each day, and help with games and activities on rainy days.
6. Be available to each camper as a spiritual role model, friend, guide and confidant.
7. Lead cabin unit in regular morning and evening devotions.
8. Help campers maintain courteous dining room decorum by limiting loud talking, unruly behavior, running, table cleanliness, etc.
9. Help campers regulate their food intake to provide maximum nutrition with a minimum of food waste.
10. Enforce nighttime curfew so as to allow campers to get enough rest each night.
11. Utilize democratic decision-making processes rather than authoritarian control methods.
12. In all discipline matters, be consistent, respectful, firm and loving. Use positive reinforcement.
13. Adopt a manner which disciplines rather than punishes the offender.
14. Make special efforts to preserve the integrity and social acceptance of each camper, insuring a group climate of affirmation rather than attack.
15. Refer all discipline problems to division directors if personal efforts have not proved successful.
16. Be sensitive to camper behavior in all camp programs (campfires, camp councils, Sabbath services, etc.).

17. Monitor camper behavior so individuals will not be a disruptive influence on fellow campers, program participants, or others engaging in the service.
18. Do not use, at any time or under any circumstances, corporal punishment on the camper as a means of discipline or control.

The following is an excerpt from the *Commonwealth of Massachusetts Department of Public Health* regulations: **105 CMR 430.191: Requirements for Discipline:**  
*Discipline and guidance shall be consistent and based upon an understanding of the individual needs and development of a child. The operator shall direct discipline to the goal of maximizing the growth and development of the children and for protecting the group and individuals within it.*

**Prohibitions:**

- Corporal punishment, including spanking, is prohibited.
- No camper shall be subjected to cruel or severe punishment, humiliation, or verbal abuse.
- No camper shall be denied food or shelter as a form of punishment.
- No child shall be punished for soiling, wetting or not using the toilet.

The operator shall describe in writing, the camp's procedures for disciplining campers. The written plan shall also include the prohibitions of 105CMR 430.191 (B)(1) through (4).

19. Consistently be alert to the physical care and welfare of each camper in your responsibility.
20. Give special attention to campers' personal grooming, cleanliness, need for rest and proper food, symptoms of illness or medical attention, and behavior which might lead to accidental bodily harm to self or others
21. Refer immediately to the camp medical office any physical or emotional problems needing medical attention.
22. In all areas, maintain campers' safety.
23. Use scheduled free time and/or time off allotted away from counseling responsibilities to best personal advantage as a means of rejuvenating personal mental, emotional, spiritual and physical reserves.
24. At all times support entire staff team, encouraging campers' cooperation with all staff assigned to their care and reinforcing the mission of the camp.
25. Plan to spend time during the week with each camper to develop a personal counselor-camper relationship.
26. Plan special unit activities with campers to build a sense of unit-cohesiveness by having cabin walks, rest period story sessions, special unit activities, etc.
27. Strive throughout the week, in all facets of the campers' experience, to create a spiritual atmosphere which will impact the campers spiritually enough to cause them to respond when asked to make a decision for Christ.
28. Engage in a program of personal development and continuing education for further refining counseling skills through personal reading, dialogue with division directors and/or other camp staff, and participating in staff daily "feed-back" sessions and case study observations.

**ESSENTIAL FUNCTIONS**

Must be able to assist campers in emergency (fire, evacuation, illness, or injuries) and possess strength and endurance required to maintain constant supervision of peers.