



Empowering At-risk
Children, Youth & Families

Volunteer Counselor Job Description

Minimum Qualifications

- Be at least 18 years of age
- Have the physical and mental capability of caring for campers and upholding all safety standards
- Commit to the entire week of camp, including attendance at our mandatory training. To an entire summer, consider joining our team as a week-long volunteer
- Complete all pieces of the application process, including online application, phone interviews, and three references, background checks, live scan, Child Abuse Mandatory training, CPR/First Aid certified.
- Complete and submit all medical requirements, including a physical (signed by a physician), proof of current immunizations (including MMR, Chicken Pox, Tetanus, TB test), and proof of health insurance
- Pass a criminal background check run by The Laurel Foundation
- Desire and ability to work with children in the outdoors (prior experience working with children is beneficial)
- Have no hesitations about working with children or adults with HIV/AIDS or transgender/gender diverse youth
- Have knowledge and/or experience working with transgender/gender diverse youth or adults
- Ability to relate to one's peer group and work well with people from diverse backgrounds
- The capacity to work hard for sustained periods of time
- Ability to put the needs of others ahead of your own
- Ability to accept supervision, guidance, and constructive feedback
- Ability to assist in teaching an activity
- A positive role model for children and peers (exemplary character, good judgment, approachable, etc.)
- Possess enthusiasm, patience and high degree of self-control
- At least a high school graduate or equivalent
- Emotional stability to endure stressful situations, think critically and calmly resolve conflict

Essential Functions:

- Ability to work with and communicate with children and adults from diverse backgrounds
- Ability to provide necessary guidance and support to campers and peers
- Ability to observe camper behavior and assess appropriateness, implement suitable behavior management techniques, and enforce safety regulations and emergency procedures
- Ability to be flexible and to respond and adapt to a fast-paced, changing environment



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- Visual and auditory ability to identify and immediately respond to environmental and other hazards
- Ability to lift 25 pounds without assistance
- Physical endurance to run ¼ mile
- Possess strength and endurance, physical and mental, to maintain constant supervision of campers for seven days around the clock while at resident camp
- Capacity to deal with highly stressful (physically and emotionally) situations with composure
- Ability to abstain from all phone usage including cell phones and text messaging (except in the event of an emergency) for the duration of camp session
- Ability to identify one's strengths and limitations and the motivation to seek resources for self-improvement

Major Responsibilities:

- Maintain health and safety of all campers
- Work closely with a co-counselor to identify and meet camper needs
- Create group unity and provide opportunities for each camper to experience success
- Help each camper meet the camp goals, including increased self-esteem
- Provide guidance and encouragement for camper participation in activities
- Aid in the supervision of activity areas
- Communicate openly with staff to ensure effective resolution of conflicts
- Participate actively in staff meetings, trainings, and supervisory conferences
- Adhere to all of Camp Laurel's policies and regulations
- Be a positive role model who sets a good example for campers and peers

Benefits:

- Personal growth and satisfaction
- Developing sustained friendships with people from diverse backgrounds who share a common goal of wanting to make a positive impact on the lives of children living with HIV/AIDS and/or transgender/gender diverse youth
- Receive consistent direction, support, supervision and training from professional staff
- Opportunity to enhance interpersonal communication and leadership skills