Position: Activity Support Staff
Purpose: To care and provide a safe, friendly, and fun environment for all campers by facilitating camp activities and discussions, completing behind-the-scenes tasks, and assisting with the supervision of campers.
Reports to: Assistant Program Director and Program Director
Employment Dates: May 22-July 17, 2027

Qualifications:

Required

- Love for kids and the desire and ability to provide safe and enriching experiences for them.
- Maturity in judgment and ability to teach and supervise.
- Willingness to cooperate and live intentionally with a team of peers.
- Have good organizational and time management skills.
- Be a believer in Jesus Christ and have a desire to share the word and love of God with others.
- Commitment to live out the Mission, Vision, and Values of Gilmont Camp and Conference Center.

Preferred

- Red Cross Lifeguard certification and high ropes certification - or willingness to be certified.
- Be at least 17 years of age or older.
- Be available for staff training, camps, and an end of camp debrief day.

Essential Tasks

- Walk up to five miles a day (not necessarily consecutively).

Responsibilities:

Safety and Activity Facilitation

- Facilitate camp activities (archery, axe throwing, crate stacking, etc) for campers in developmentally and camp-appropriate ways.
- Serve as a Lifeguard during swim and canoe sessions and assist in keeping track of pool chemicals and cleanliness. Lifeguard Certification required, or willingness to be certified. Additional compensation will be provided.
- Prepare, clean, properly store, and oversee the proper use of facilities, equipment, and supplies.
- Complete assigned tasks in a timely and efficient manner. Tasks include, but are not limited to:
    - Cleaning and filling water jugs;
    - Distributing snacks and s'mores;
    - Making and properly extinguishing campfires;
    - Assisting in the dish room;
    - and preparing activity, t-shirts, and Bible Study supplies.

Camper Engagement and Supervision

- Assist counselors with the supervision, direction, and companionship of campers for the duration of their attendance with attention to the following: health, program outcomes, behavior management, group cohesiveness, happiness, cleanliness, safety, character and skill development. This includes, but is not limited to:
    - Consistently and actively monitor the physical and emotional well-being of all campers and provide care, support, and redirection as needed,
    - Sleeping in the cabin with campers during Overnight Camp program,
    - Facilitate unstructured activities and conversations that are developmentally and camp appropriate for campers,
    - Role-model, assist, and teach skills in socialization, hygiene, self-advocacy, independence, and other daily living skills,
    - and lead energizers, silly songs, camp prayers, and other activities as needed.
- Enthusiastically promote and actively participate in all camp activities and tasks - with the exception of your time off.
- Serve as a positive and encouraging role model to all campers in what you say and do - both during camp and after camp is over.
- Instruct campers in emergency procedures and situations.
- Eat breakfast, lunch, and dinner with campers.

Standards

- Follow all policies and procedures laid out by Gilmont for both staff and campers. This includes upholding all standards set by the State of Texas and the American Camping Association (ACA).
- Treat others with respect, compassion, and inclusion.
- Welcome and include campers and staff from diverse backgrounds without discrimination.
- Address issues, concerns, or conflicts promptly and respectfully with the goal of problem-solving practical solutions together.
- Report all accidents, incidents, and disciplinary concerns to the Camp Coordinators and ultimately the Program Director.
- Provide constructive program feedback to the Camp Leadership.
- Problem-solve unexpected changes.

Gilmont Camp and Conference Center

Mission

Gilmont's mission is to cultivate a safe, sacred space where all are invited to grow closer to God, creation, others, and themselves

Vision

Gilmont's guests will be grounded in creation, filled with wonder, and inspired to glorify God and serve others

Values

Welcoming culture, immersed in creation, wonder-filled play, inspiring stewardship, transforming whole lives