

2026 Camp Season

Sr. Counselor Job Description

Description:

The Sr. Counselor is responsible for the fun, safety, supervision and spiritual direction of the campers in his/her group. This person is also in a position to most effectively influence and communicate by words and actions God's Word and the camp philosophy to the campers.

Accountability:

The Sr. Counselor is directly responsible to the Camp Director. However, the Sr. Counselor should cooperate with and respect other authority.

Requirements:

Sr. Counselors must be 18 years of age or older, with at least one-year of prior experience at Solid Rock preferred. They are to be a professing born again Christian who is emotionally and spiritually maturing and able to communicate the gospel, Biblical truth and Bible stories to the campers and provide leadership to the campers and other Jr. Counselors and CITs.

Responsibilities:

General Responsibilities

1. To understand and help fulfill the goals and objectives of Solid Rock Day Camp.
2. Seeks to make camp the best it can be, realizing this a ministry and you are here to serve, and not just for your own enjoyment.
3. To have reviewed, read and understood thoroughly the Staff Handbook and camp policies and to follow and enforce these policies, as necessary.
4. Willing to be flexible and do any assigned tasks, including clinics and lifeguarding.
5. Complete and hand in a year-end camp evaluation.

Training

1. Attend the camp training weekend.
2. View the state mandated child care training (approx. 4hrs).
3. Attend mid-summer training.
4. Attend daily morning staff meetings at the bleachers at 8:15am.

Daily Responsibilities

1. Arrive on time, ready to work, from 8:15am to 4:15pm (8:00AM on Mondays).
2. To clock in and clock out at the beginning and end of your shift.
3. Complete end of the day clean-up jobs as assigned.

Spiritual

1. Prepared to teach your camp group a 20-minute devotional each morning. This includes spending time outside of normal camp hours to prepare. Normally, this will include teaching devotions five times per week.
2. Spend one-on-one time with each camper at least once during the week to discuss the devotions or any questions they may have about God, the Bible and faith in Christ.
3. Encourage other staff, primarily those assigned to your group, to grow spiritually.
4. To spend time growing spiritually, through personal devotions, Bible studies and church attendance.
5. Attend the weekly staff Bible study, as much as possible.

Camper Care

1. Care for the children in your group by providing a fun, creative, safe and spiritual environment while creating unity within the group.
2. Remain sensitive to physical, mental, social and spiritual needs of the campers.
3. Develop fun, interesting and active things to do for your group when activity times are not scheduled. This also includes having games and activities prepared in advance for field time, gym time, etc.
4. Encourages participation and enthusiastically participates in all activities and gets involved playing with the campers and not just other counselors.
5. Follow camp disciplinary procedures and communicate any problems with the Camp Director.
6. Report any suspected child neglect or abuse problems to the Camp Director.

Working with Other Staff

1. Work with the Jr. Counselors and CITs in your group to encourage and train them to be the best counselors they can be.
2. Model leadership skills and assist when the Jr. Counselors are leading activities.
3. Inform the Camp Director if there are any Jr. Counselors who are willing, or might be able, to teach devotions, so the Camp Director can work with them to grow their skills and assist them in teaching.

Desired Qualities:

1. Love for God and His Word
2. Exemplifies Christ in actions and in words
3. Love for kids
4. Understanding of the purpose and goals of camp
5. Willing and capable of fulfilling requirement of the Lead Counselor's role
6. Emotional and spiritual maturity
7. Ability to get along with others
8. Dependable
9. Willingness to serve and perform tasks other than those assigned
10. Has a teachable spirit and a desire to learn
11. Has enthusiasm and initiative
12. Respect for authority