(Rev 2018)

**PREREQUISITES:**

* A mature individual, with experience in camping and camp programming who respects and is open to Christian values and beliefs.
* Some previous experience or background in Christian Education and leadership development would be an asset.
* Must have the ability to meet, cooperate and collaborate with a wide range of people.
* Should be able to motivate people in a positive manner and delegate responsibilities.
* Must have the ability to create and implement programs.
* Must enjoy working with youth from a wide diversity of backgrounds and abilities.
* Must have strong organizational skills.
* Must complete a staff medical form, Child Abuse Registry and Criminal Record checks and comply with the “Leading with Care” policy of The Presbyterian Church in Canada.
* Must have current Standard First Aid and CPR.
* A valid driver’s license and be insurable on the camp vehicle is an asset.

**RESPONSIBLE TO:** Camp Geddie Executive Director and Program Director

**DUTIES & RESPONSIBILITIES:**

1. Be present at the camp beginning on a date agreed upon with the Executive Director and become familiar with the special features, points of interest, and opportunities it affords. Become familiar with the general camp schedule and all aspects of the camp program.

2. Take advantage of every camp training opportunity possible. Attend all pre-camp training sessions for the camp staff.

3. To review all LIT applications and determine which applicants are accepted into the program in consultation with the Executive Director.

4. To communicate with LIT participants prior to camp and provide them with all the program details they require.

4. To develop lesson plans and teach sessions for:

A. Soft skills such as group dynamics, leadership styles, listening, affirmation, self-evaluation, inclusion, leadership ethics.

B. Hard skills such as canoeing, hiking, environmental awareness, out tripping skills, swimming, and risk taking.

5. To design appropriate counseling sessions challenging the LIT assumptions, encouraging their gifts, and stretching their experience and minds.

6. To organize and maintain the smooth running of the LIT site, program and equipment.

7. To incorporate Camp Geddie’s commitment to the environment and stewardship of resources in sessions and daily life.

8. To assist staff members in supervision of LIT’s by providing them with clear instructions and expectations.

9. To assist other staff members in motivating and utilizing LIT’s to enhance cabin life and work with campers.

10. To work with the Program Director in providing opportunities for programming with the LIT’s for a total camp community experience.

11. To develop resources and equipment for the LIT program, trips and special projects.

12. To coordinate with the Executive Director and the Program Director: out trips, special programs, cabin assignments, general schedule, work projects, special guest or resource people, and courses (ie. first aid, etc.)

13. Periodically perform counselor duties on top of program duties when asked to do so by the Executive Director or Program Director (i.e. sleeping in cabins, leading Bible Study, being present with campers outside of program time).

14. Participate in the rest of the camp program as time permits.

15. To be a positive force and influence with the staff, campers and public at all times.

16. Stay onsite at the camp between camp sessions with the LIT’s and provide programming and learning opportunities. During the LIT program there are two times that all the participants remain on site at the camp with the LIT directors.

17. To provide periodic evaluation of LIT candidates.

18. To engage in an ongoing program to maintain his/her personal level of fitness throughout the summer.

19. Periodically when time permits, meet with the Executive Director to discuss program with the intent of improving present or future camp life as it relates to the philosophy of Camp Geddie as a progressive Christian Camp. Any major program changes suggested during any camping session may be implemented only following appropriate discussion with the Executive Director and with his/her approval. Suggestions should be documented and presented in the “End of Season” report.

20. It is recommended that the LIT instructors keep a journal for reference purposes that will reflect all aspects of the program from day to day and which will document both successful and unsuccessful efforts and ideas during each camp session.

21. Complete the “End of Season” report on the Camp Program. The report should contain observations and suggestions regarding planning and delivery of the program. An evaluation of the entire camp program as it was experienced from the perspective of LIT Instructor should be included. Please include recommendations for the next year

**TIME OFF:**

1. Designated time between the closing of one camp until the opening meeting of the following camp. All staff are required to leave the camp site for time off between camps; LIT directors stay between camping sessions twice over the summer with the LIT participants. Another time will be designated to replace this time off.

2. Other times as may be designated and mutually agreed upon in consultation with the Executive Director.

**EVALUATION:**

• A written evaluation at the end of the employment term. An opportunity will be given to discuss with the Executive Director.

• Less formal evaluations, either written or verbal will take place throughout the summer as the need arises.