

Position: Camper Support Services Specialist

Position Overview: The Camper Support Services Specialist is responsible for providing emotional support for campers and promoting a positive and inclusive camp atmosphere.

Reporting and Relationships: The Camper Support Services Specialist will work closely with the leadership team and camp medic. They report to the Assistant Director.

Expected Pay and Benefits:

- Weekly Pay: \$600
- Season End Performance Bonus¹: \$1500
- Room and board included (valued at \$69.40/week)
- Travel support to camp at the beginning and end of camp

Anticipated Start: June 16, 2025 **Anticipated End:** Aug 22, 2025

- Leadership Team Training June 16th- 21st
- Staff Training: June 23rd - July 4th
- Camp: July 6th - Aug 15th
- Camp closing: Aug 17th - 22nd

Key Responsibilities (include but not limited to the following):

- **Camper Emotional Support:** Provide empathetic, proactive support for campers experiencing homesickness, mild anxiety, or other minor emotional challenges, fostering a sense of comfort and belonging.
- **Observation and Interaction:** Engage with campers during activities and downtime to build trust, identify any signs of emotional distress, and provide early intervention.
- **Guidance and Mentorship:** Serve as a positive role model, offering guidance, active listening, and encouragement to campers who may need extra support.
- **Resource Coordination:** Work collaboratively with counselors and camp leadership to develop strategies for individual camper support, maintaining an open line of communication.
- **Routine Check-Ins:** Conduct regular check-ins with identified campers, ensuring they feel heard and supported throughout their stay.
- **Coping Strategy Assistance:** Help campers develop simple coping strategies and resilience techniques to manage minor emotional challenges.
- **Communication:** Report significant mental health concerns to the Director or designated leadership promptly for further action.
- **Confidential Documentation:** Maintain basic, confidential records of interactions and observations, sharing relevant information with leadership as needed.

Core Expectations:

- **Approachability:** Be a warm, accessible presence that campers feel comfortable turning to for support.

- **Discretion:** Maintain confidentiality and professionalism when handling sensitive camper information.
- **Team Collaboration:** Work in tandem with camp counselors, medical staff, and leadership to ensure holistic camper care.
- **Proactive Support:** Initiate support strategies without waiting for issues to escalate, helping campers integrate into the camp environment smoothly.
- **Participation:** Be present during key activities, helping to foster a positive atmosphere and engaging with campers informally to assess emotional well-being.
- **Scope of Care:** This position is not for clinical counseling or therapeutic interventions. Complex mental health issues should be escalated to the appropriate leadership or medical personnel.
- **Role Focus:** Maintain focus on camper well-being and emotional support, not assuming roles outside the scope of mentorship or care assistance.

Qualifications:

- **18+ years old.**
- **Risk Assessment:** A Police Check with Vulnerable Sector Screening is required for this position.
- **Experience:** Prior experience working with children or teens in a mentorship, camp, or educational setting is highly preferred.
- **Skills:** Strong communication, active listening, and problem-solving skills. Ability to remain calm and compassionate in emotionally charged situations.
- **Training:** Basic training or certification in youth mental health support or crisis intervention (preferred but not required).
- **Interpersonal Skills:** Ability to build trust and relate well to diverse groups of campers.
- **Adaptability:** Willingness to be flexible with work hours and shifts to meet the needs of campers.

About Rainbow Camp:

Rainbow Camp provides a safe, empowering, and fun place, in nature, where 2SLGBTQ+ and allied youth can explore their gender identities, freely express themselves, and form new friendships in a supportive and caring environment.

Our Core Values:

- **Inclusivity:** Make every camper feel welcomed, seen, and validated, respectful of their gender identity or sexual orientation. We strive to create an environment where campers feel secure and supported to be themselves. (Our staff complement are role models of this value.)
- **Diversity:** We respect and celebrate the full spectrum of identities within the 2SLGBTQ+ community and allies as they emerge and evolve.
- **Joy:** We believe that summer camp should be a fun and memorable experience for all. We provide activities and opportunities for campers to explore their interests and build new skills.
- **Self Expression:** We encourage self-discovery and growth of authentic selves, and the confidence and tools to express themselves, at camp and once they return home.
- **Community:** We cultivate an accepting, supportive community where campers can find acceptance and form new and lifelong friendships. Supporting campers by giving them the tools to be more engaged in their home communities.



- **Inspiration**: We aim to inspire campers to be confident in who they are, and speak up for themselves in their families and communities. We also want to inspire our campers to make positive change in the world around them when they are ready to.
- **Education**: Providing educational programming with measurable learning objectives, that foster understanding and acceptance of the 2SLGBTQ+ community is core to our purpose. We believe that the educational approach is key to breaking down barriers and creating a more inclusive society.

To Apply: No cover letter or resume necessary; Apply online at rainbowcamp.campbrainstaff.com

¹: Performance bonus is entirely at the discretion of WFA. Factors in the evaluation include but are not limited to completing the season, work performance, and helping with all tasks related to preparing the camp for closure at the end