

**Position: Program Facilitator/ Counsellor**

**Position Overview:** Program facilitators are responsible for developing and implementing camp programming as well as for supervising and engaging with campers, ensuring their safety, and promoting a positive and inclusive camp atmosphere.

**Reporting and Relationships:** Program Facilitators will work closely with other counselors and program facilitators. They report to the Head Counsellor and Program Director.

**Expected Pay and Benefits:**

- Weekly Pay: \$525
- Season End Performance Bonus<sup>1</sup>: \$1200
- Room and board included (valued at \$69.40/week)
- Travel support to camp at the beginning and end of camp
- General breaks schedule will include 24 hours off each week (typically Saturdays) as well as one activity block period off daily.

**Anticipated Start:** June 23, 2025    **Anticipated End:** Aug 22, 2025

- 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 Experience:** Create a welcoming and inclusive environment that ensures every camper has a memorable and enjoyable camp experience.
- **Safety and Supervision:** Responsible for the physical and emotional safety of campers, actively monitoring their well-being during all activities.
- **Policy Adherence:** Familiarize yourself with and follow all camp Policies and Procedures, promoting a safe and organized camp environment.
- **Team Collaboration:** Work cooperatively with other staff members to complete tasks assigned by the Director and other designated leadership team members.
- **Program Planning:** Assist with the development and implementation of camp programs, including activities and events as directed by the Program Director.

**Core Expectations:**

- **Welcoming Atmosphere:** Greet campers upon arrival, introduce them to other campers and staff, and familiarize them with camp facilities and regulations.
- **Proactive Communication:** Report any camper concerns or issues to the appropriate designated person (Director, Assistant Director, Program Director, or Medic).
- **Time Management:** Utilize effective time management skills to remain on schedule for all activities, ensuring timely transitions.

- **Camper Engagement:** Actively engage with campers, creating opportunities to interact and build rapport with each individual.
- **Activity Supervision:** Supervise and facilitate assigned activities, ensuring camper participation and safety.
- **Support Participation:** Encourage and guide campers to participate in sessions, events, and all camp activities, fostering a sense of community and belonging.
- **Arrival and Departure Assistance:** Help campers during their arrival and departure, providing support and guidance.
- **Cleanliness and Maintenance:** Complete assigned cleaning tasks, ensuring that cabins and common areas meet cleanliness standards throughout the camp session.
- **Activity Planning:** Prepare and plan activities for free times (e.g., Cabin Time), ensuring a variety of engaging options for campers.
- **Preparedness:** Counsellors should be prepared for a variety of situations and aware of the protocols for seeking assistance when necessary.
- **Program Development:** Create and implement engaging programming that fosters a sense of wonder and excitement, ensuring all activities are age-appropriate and aligned with camper interests and abilities.
- **Resource Management:** Monitor and manage all supplies and equipment required for programming, informing the Program Director when restocking is necessary.
- **Training and Support:** Guide and support campers in participating in sessions, events, and all camp activities, fostering a positive and inclusive environment.
- **Team Meetings:** Attend all required meetings, contributing ideas and insights to enhance program offerings.

**Program Topics:** Facilitators may lead programs in a variety of areas, including but not limited to:

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| <ul style="list-style-type: none"> <li>● Archery/Target Sports</li> <li>● Sports and Physical Movement</li> <li>● Life Skills Development</li> <li>● Arts and Crafts</li> <li>● Environmental Education (Plant ID, Ecology, climate change, weather, etc.)</li> <li>● 2SLGBTQ+ History 101</li> <li>● Low Ropes, Team Building</li> <li>● Storytelling and Creative Writing</li> <li>● Outdoor Skills (Fire Building, Shelter Building, Cooking over campfire, etc.)</li> <li>● Leadership Skills</li> <li>● Astrology</li> </ul> | <ul style="list-style-type: none"> <li>● Astronomy</li> <li>● Nutrition and Healthy Living</li> <li>● Large Group Games/ Evening Program</li> <li>● Drama/Theatre</li> <li>● Music</li> <li>● Dance</li> <li>● Yoga, Pilates, Stretching</li> <li>● Mindfulness, Meditation</li> <li>● Personal Finance</li> <li>● Emotional Coping Techniques/Skills</li> <li>● Advocacy, Activism</li> <li>● <b>Anything else that you are passionate about teaching youth!</b></li> </ul> |
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**Qualifications:**

- **18+ years old.**
- **Enrolled as a student.**
- **Risk Assessment:** A Police Check with Vulnerable Sector Screening is required for this position.

- **Experience:** Previous experience working with children or youth in a camp or educational setting is preferred.
- **Flexibility:** Ability to adapt programming to meet the diverse needs and interests of campers.
- **Skills:** Strong communication, leadership, and problem-solving skills. Ability to maintain a positive attitude in a dynamic environment.
- **Team Player:** Ability to work effectively as part of a team while also taking initiative when needed.
- **Adaptability:** Flexible and open to changing circumstances, with a willingness to participate in various camp activities.
- **Enthusiasm:** A passion for working with youth and fostering a positive camp environment.

### **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](http://rainbowcamp.campbrainstaff.com)

<sup>1</sup>: 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