



Youth Lead Counselor

TEAM: YOUTH

REPORTS TO: ZEPHYR POINT YOUTH COORDINATOR

Position Description:

Youth Lead Counselors (YLCs) will serve as camp counselors for two primary program offerings: Wilderness Adventure Camp (ages 11-17) and Summer Basecamp (ages 11-17). For two weeks the YLCs will serve as backcountry guides for the Wilderness Adventure Camp (WAC), with primary responsibility for supervising, teaching, and facilitating meaningful experiences during multi-day backpacking trips for youth. During the four weeks of Summer Basecamp, YLCs will serve as the primary counselor through a week full of recreational and social activities in addition to providing spiritual mentorship for youth participants. When neither WAC nor Basecamp is in session, the YLCs will either serve as support staff for Day Camp or be on break. The focus of this position is to provide a space for all campers to experience God in new ways, build meaningful relationships with peers and adults, and experience the fullness of Creation, all in a nurturing environment.

Job Duties:

Responsibilities

- Work alongside other members of the Youth Camp Team to implement the Wilderness Adventure Camp and Summer Basecamp programs.
- Lead a group of 8-12 campers ages 12-17 throughout activities alongside a co-counselor each week.
- With a co-guide, lead four four-day backpacking trips for up to 12 youth, while facilitating and teaching basic backcountry skills, natural history, outdoor ethics, and character-building activities.
- Manage and conduct safety inspections for Zephyr Point's recreational gear inventory.
- Work alongside the Zephyr Point staff to provide age-appropriate "Trail Talks" with their groups that stem from the curriculum provided by Zephyr Point staff.
- Serve as an overnight supervisor in Hubbard Lodge during the Summer Basecamp program.
- Provide spiritual mentorship in small group settings to middle and high school aged campers.
- Supervise campers during off-site excursions to local outdoor activities.
- Exercise sound judgment and decision-making to assess and mitigate hazards.
- Effectively build rapport with campers, counselors, Zephyr Point staff, and camp parents.
- Model inclusive behavior and facilitate a positive group culture.
- Maintain high energy, positive attitude while ensuring campers' and counselors' safety and enjoyment of the program.
- Assist with daily program check-in/check-out & transportation (when assigned).
- Participation in intentional community as a member of the Zephyr Point Summer Staff.
- Other duties may be assigned. *

Qualifications:

Required Qualifications

- Must be a minimum of 20 years of age by June 2025.
- Ability to pass a criminal background check.
- Proficient soft skills necessary to support youth and children's mental health and emotional challenges.
- Strong decision-making skills, ability to work without direct supervision, and adaptability to dynamic environments.
- Group management skills and ability to delegate.
- Professionalism in attitude and appearance.

- Ability to manage self-care and energy throughout a busy and intense summer.

Required Certifications – Must be obtained by the first day of camp.

Certifications must be valid through the employment end date.

- CPR/First Aid certification (Provided during the staff training week, if needed)

Preferred Qualifications

- College degree or coursework in secondary education or a related field.
- Proficiency in Spanish.
- Previous experience working in a camp setting.
- Clean driving record and ability to drive a 12-15 passenger van.
- Wilderness First Aid certification or higher.

Required Physical Demands

- Ability to walk and stand nearly 8 hours a day.
- Ability to walk up and down a minimum of 20 flights of stairs a day with campers.
- Ability to hike and camp in the backcountry for several days at a time at various elevations up to 10,000' while carrying up to 75 lbs.
- Ability to withstand long days in the sun and heat as well as cold windy days.

Work Schedule:

The Youth Lead Counselor position begins on June 13th, 2025, and will terminate on August 17th, 2025 at 11am. Members of the Youth Camp Team must maintain a flexible and changing schedule throughout the summer dependent on the programs scheduled for each week. During the WAC program, YLCs will work four full days and overnights in the backcountry. During the Summer Basecamp program, members of the Youth Camp Team will work long hours with overnight supervisory hours in Hubbard Lodge. The Zephyr Point year-round staff will work with the Youth Camp Team to design a reasonable schedule with consistent breaks to help alleviate the strain of overnight hours.

Compensation and Benefits:

- Compensation: \$4,250 total for the summer.
- Housing in Lakeview Lodge (June 12th – August 17th).
- Dinners are provided Monday-Friday and staple groceries will be provided for breakfast and lunch throughout the week.
- Travel and certification stipends are available.

*The statements herein are intended to describe the general nature and level of the position but are not necessarily a complete list of responsibilities, duties, and skills required of the employee(s) so classified. As such, responsibilities, duties, and required skills may be changed, expanded, reduced, or deleted to meet the business needs of Zephyr Point Presbyterian Conference Center. Zephyr Point Presbyterian Conference Center abides by employment-at-will, which permits the Company to change the terms and conditions of employment with or without notice, including, but not limited to termination, demotion, promotion, transfer, compensation, benefits, duties, and location of work. Neither this job description nor any other written or verbal communications are intended to create a contract of employment or a promise of long-term employment. Employment-at-will may be terminated with or without cause and with or without notice at any time by the Employee or by Zephyr Point Presbyterian Conference Center.

I have read, understand, and accept this job description as defined above.

Employee Name

Employee Signature