



Counselors and Crew Team

Overview: Camp Kanuga is a summer camp for youth ages 5-18. Camp Kanuga is a Christian ministry affiliated with the Episcopal Church. Camp Kanuga offers traditional overnight camps (rising 2nd-10th graders), Starter Camp (rising 2nd-4th grade), Trailblazers (rising 11th-12th grade), and Leadership development camps (rising 11th-12th grade). Located on 1400 acres in the Western North Carolina Mountains, Camp Kanuga is a part of Kanuga Conference, Inc. in Hendersonville, NC just south of Asheville, NC.

Accountability: The Camp Kanuga Director and Program Director oversee all summer staff roles. Additionally, they may receive oversight from the President and Vice Presidents of Kanuga Conferences, Inc.

Minimal Qualifications:

- A genuine passion for working with children and helping them grow, thrive, and have fun
- Commitment to building a loving, inclusive, Christ-centered community that reflects the values of the Episcopal Church
- Strong relationship-building skills and the ability to support positive interactions among campers and staff
- Ability to remain flexible, creative, and solutions-oriented in a fast-paced, ever-changing environment
- Comfort with giving and receiving feedback as part of a supportive, growth-focused team culture
- Willingness and physical ability to participate in active camp life (moving around camp terrain, swimming, campouts, etc.)
- Current CPR/AED and First Aid certification, or willingness to obtain prior to summer

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Cabin Counselor

Accountability: The Cabin Counselor reports directly to the Camp Coordinator. Additionally, they may receive oversight from the Director, Program Director, or the President and Vice Presidents of Kanuga Conferences, Inc.

Minimal Qualifications:

- A genuine passion for working with children and helping them grow, thrive, and have fun
- Commitment to building a loving, inclusive, Christ-centered community that reflects the values of the Episcopal Church
- Strong relationship-building skills and the ability to support positive interactions among campers and staff
- Ability to remain flexible, creative, and solutions-oriented in a fast-paced, ever-changing environment
- Comfort with giving and receiving feedback as part of a supportive, growth-focused team culture
- Willingness and physical ability to participate in active camp life (moving around camp terrain, swimming, campouts, etc.)
- Current CPR/AED and First Aid certification, or willingness to obtain prior to summer

Principal Responsibilities:

1. Facilitate an experience designed to **build independence** and **self-confidence** in campers
2. Teach, using actions and words, **the importance of respect towards each other and the world around us**
3. Facilitate experiences that allow campers to form lifelong friendships, experience new adventures, and explore their faith in a welcoming, inclusive community
4. Lead and supervise (with support) campers in the following activities: climbing, rafting, challenge course, low elements, team sports, arts, swimming, canoeing, hiking, camping, co-op games, faith formation, worship, target sports, and much more.
5. Be responsible (along with 1 other counselor) for up to 14 campers in a cabin, ensuring safety and health of all campers
6. Be attuned to the medical needs of each camper under your care (e.g. their meds are being taken, any issues needing a higher level of attention are being addressed by the health team, all hygiene is being completed)
7. Help lead daily morning faith formation time (devotions, small group conversations/reflections, bible study, etc.)
8. Work well as a team with other counselor(s) in cabin, in partner cabin, in activities, etc.
9. Plan activities with co-counselor(s) you hope to facilitate with your campers before session begins
10. Lead devotions each night in cabin
11. Facilitate “cabin time” (reflective discussion) after each Morning Jam (morning chapel service)
12. Uphold the camp community, acting in accordance with the Camp Kanuga motto “In Honor Preferring One Another”
13. Know, enforce, and follow all safety guidelines and emergency procedures to manage risk during camp programming
14. Ensure cleanliness of cabin, meal tables, and program areas

Additional Expectations: Be prepared to implement any additional work responsibilities that may be asked of you.

Desired Specific Qualifications: At least 19 years old; at least 1 year of college completed preferred; experience working well with kids; experience teaching others; experience leading group activities.



Crew

Accountability: The Crew reports directly to the Crew Director. Additionally, they may receive oversight from the Camp Director, Program Director, or the President and Vice Presidents of Kanuga Conferences, Inc.

Minimal Qualifications:

- A genuine passion for working with children and helping them grow, thrive, and have fun
- Commitment to building a loving, inclusive, Christ-centered community that reflects the values of the Episcopal Church
- Strong relationship-building skills and the ability to support positive interactions among campers and staff
- Ability to remain flexible, creative, and solutions-oriented in a fast-paced, ever-changing environment
- Comfort with giving and receiving feedback as part of a supportive, growth-focused team culture
- Willingness and physical ability to participate in active camp life (moving around camp terrain, swimming, campouts, etc.)
- Current CPR/AED and First Aid certification, or willingness to obtain prior to summer

Principal Responsibilities:

1. Crew is to be a team of up to 8 high school graduates and/or former CITs serving together to make the logistics of camp happen smoothly so that counselors are freed up to be devoted to campers. *See a need, fill a need.*
2. Seek to contribute to creating and maintaining a cohesive, productive, servant-hearted crew team
3. Follow the lead of the Crew Director
4. Participate in daily crew meetings and daily crew devotion
5. Lifeguard at lake
6. Belay at climbing wall, assist at zip line, and assist at giant swing
7. Maintain safety standards
8. Transport camper luggage on opening and closing day
9. Set up and cleanup activities
10. Be the primary support role to allow camp to function
11. Maintain cleanliness and organization of camp facilities and program areas
12. Support campout by packing out supplies, delivering food, assisting on camp out, etc.
13. Be available to other staff to provide assistance and support
14. Potentially serve as a substitute counselor when needed

Additional Expectations: See a need, fill a need. Be prepared to implement any additional work responsibilities that may be asked of you.

Desired Specific Qualifications: Graduated high school and/or completed the CIT program, Kanuga Leadership Academy. Experience working well with kids; experience teaching others; experience leading group activities.



Trailblazers Guide

Accountability: The Trailblazers Guides report directly to the Trailblazers Director. Additionally, they may receive oversight from the Camp Director, Program Director or the President and Vice Presidents of Kanuga Conferences, Inc.

Minimal Qualifications:

- A genuine passion for working with children and helping them grow, thrive, and have fun
- Commitment to building a loving, inclusive, Christ-centered community that reflects the values of the Episcopal Church
- Strong relationship-building skills and the ability to support positive interactions among campers and staff
- Ability to remain flexible, creative, and solutions-oriented in a fast-paced, ever-changing environment
- Comfort with giving and receiving feedback as part of a supportive, growth-focused team culture
- Willingness and physical ability to participate in active camp life (moving around camp terrain, swimming, campouts, etc.)
- Current CPR/AED and First Aid certification, or willingness to obtain prior to summer

Principal Responsibilities:

1. Teach **creation care, technical skills, outdoor living skills, back country cooking, etc.**
2. Facilitate experiences that allow campers to form lifelong friendships, experience new adventures and explore their faith in a welcoming Christian community.
3. Lead and supervise (with support) campers in the following activities: climbing, rafting, challenge course, low elements, kayaking, mountain biking, swimming, canoeing, hiking, camping, co-op games, faith formation, worship, zip lining, surfing, caving, snorkeling, and much more.
4. Be responsible (along with 1 other counselor) for up to 12 campers
5. Facilitate session check in and check out in an organized and professional way
6. Be responsible with important camper paperwork
7. Ensure campers go to infirmary for their medicine times
8. Ensure safety of all campers
9. Be responsible for logistics of the offsite trip
10. Work well as a team with other counselor(s)
11. Plan for session activities with co-counselor(s) before session begins
12. Facilitate devotions each night

Additional Expectations: Be prepared to implement any additional work responsibilities that may be asked of you.

Desired Specific Qualifications: At least 19 years old; at least 2 years of college completed; experience working well with kids; experience teaching others; experience leading; experience in outdoor adventures; camp experience; Wilderness First Aid or Wilderness First Responder certified