



FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

**Position Title:** Camp Counselor Volunteer

**Reports to:** Program Director/Camp Executive Director

**Revision Date:** 01/01/2026

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### **POSITION SUMMARY:**

Under the direction of the Camp Executive Director and Program Director and in accordance with Association policies, the Volunteer Camp Counselor is responsible for assisting the Camp Program Director in leading the Camp Arbolado curriculum and activities. The volunteers are also responsible for the safety of all participants and in creating a fun, safe, healthy environment.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

1. Assist in managing youth & adult camp programs.
2. Assist in the supervision of the campers to ensure appropriate development occurs in a fun, healthy and safe environment.
3. Assist with coordinating, guiding, and having fun with the campers.
4. Assist in providing instruction at program activities and daily special events.
5. Ensuring that daily care of the campers is a key priority.
6. Assist in getting the campers up, ready for the day's activities, and getting them down to bed in the evening.
7. Responsible for strict adherence to all policies and procedures related to safety and conduct rules and other regulations.

### **YMCA COMPETENCIES LEADERSHIP:**

**Mission Advancement:** Accepts and demonstrates Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them.

**Collaboration:** Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

**Operational Effectiveness:** Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establish goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

**Personal Growth:** Pursues self-development that enhances job performance. Demonstrates an openness to change and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

*This volunteer service description has been designed to indicate the general nature and level of service performed by volunteers. It is not designed to contain or be interpreted as a comprehensive inventory of all duties. There should be no expectation of compensation for work performed while executing these duties.*

### **QUALIFICATIONS:**

1. At least 18 Years Old.
2. Interest working with youth, teens, and adults.
3. Creativity, initiative, flexibility, eagerness to seek out and involve campers and genuine concern for today's youth are essential.
4. Lives YMCA values
5. Actively values diversity.
6. Engages community and others in the Y-mission and work
7. Must be energetic.
8. Willing to make a difference and develop relationships.
9. Live Scan clearance by California Community Care Licensing
10. Completion of California mandatory reporting training before starting
11. Adhere to volunteer code of conduct
12. Ability to work effectively with people of different backgrounds, abilities, opinions, and perceptions.
13. Perform other duties as assigned.

### **WORK ENVIRONMENT & PHYSICAL DEMANDS:**

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Physically perform all skills required of the assigned activity area.
- Hear noises and distress signals in the camp environment, including anywhere around the zone of responsibility.
- See and observe all sections of an assigned zone or activity area.
- Remain alert with no lapses of consciousness.

YMCA of Greater Whittier reserves the right to revise or change job duties as the need arises. The job description does not constitute a written or implied contract of employment.

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Volunteer Name

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Volunteer Signature

\_\_\_\_\_  
Date