



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

RED WING YMCA JOB DESCRIPTION

Job Title: Resident Counselor – YMCA Camp Pepin
Starting Rate: \$400/week; room and board
Employment Dates: June 4th to August 18th, 2025

FLSA Status: Seasonal
YMCA Leadership Level: Leader
Reports to: Camp Pepin Director, Program Staff

POSITION SUMMARY:

At Camp Pepin, Resident Counselors are more than just caregivers—they're the heart of each camper's experience. As a Resident Counselor, you'll play a key role in shaping unforgettable moments, leading activities, and fostering personal growth for each camper. You'll guide them through daily life, support their development, and ensure they feel safe, seen, and valued. This position is ideal for leaders who can nurture relationships, bring excitement to every week, and ensure Camp Pepin is a positive, inclusive place for all.

ESSENTIAL FUNCTIONS:

- Lead with Heart:** Work closely with campers to create a supportive, fun, and enriching camp environment. Ensure that their well-being, enjoyment, and personal growth are prioritized above all else.
- Collaborate Effectively:** Foster strong partnerships with fellow staff members, ensuring a seamless experience for campers. Actively contribute to the camp's goals by being a supportive and proactive team player.
- Create Magic:** Bring creativity and enthusiasm to every day by planning and executing engaging activities. Make every week feel fresh and special, tailoring experiences that reflect the needs and interests of your campers.
- Commit to Safety and Inclusivity:** Ensure campers are properly supervised at all times, and strictly follow safety guidelines. Champion the values of diversity and inclusion by creating a welcoming space for everyone, regardless of their background.
- Model Self-Care:** Demonstrate and practice healthy self-care techniques to maintain personal well-being, allowing you to bring your best energy to campers and fellow staff.
- Contribute to Camp Pepin's Legacy:** Embody the values and mission of the YMCA and Camp Pepin by continuously working to enhance its reputation within the community. Uphold high standards of service and commitment, fostering a positive and impactful camp environment that families rave about.

YMCA COMPETENCIES (Leader):

Collaboration: Works effectively with people of different backgrounds, abilities, opinions, and perceptions. 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. Establishes goals, clarifies tasks, plans work, and actively participates in meetings.

Mission Advancement: Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs.

Personal Growth: Pursues self-development that enhances job performance. Demonstrates openness to change and seeks opportunities in the change process. 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.

EXPECTED HOURS OF WORK

The expected hours for the Camp Pepin Resident Counselor will be midmorning Sundays through Friday evenings. Resident Counselors will be with children and onsite 24 hours a day when camp is in operation, with general the general camp schedule running between 8:00 AM and 10:00 PM. Staff will have scheduled breaks and off times rotated throughout the week, however there are many uncontrollable factors that may arise which will require attention at any time of the day.

WORK ENVIRONMENT AND 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.

- Visual/auditory ability to identify/respond to environmental and other hazards related to the activity.
- Physical ability to respond appropriately to situations requiring first aid; must be able to assist campers in an emergency (fire, evacuation, or injury) and possess strength and endurance required to maintain constant supervision of campers.
- Some physical requirements of a Resident Counselor position could be endurance including prolonged standing, some bending, stooping, walking long distances, hiking, climbing, and stretching; requires eye-hand coordination and manual dexterity to manipulate outdoor equipment and camp activities; requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs and the ability to lift up to 50 lbs; willing to live in a camp setting and work irregular hours with limited or simple equipment and facilities; and with daily exposure to the sun, heat, and animals such as bugs, bats, etc.

TRAVEL

Camp Pepin Resident Counselors who have proper driving authorization may take children on day and overnight trips, depending on skills, knowledge, and personal job duties within camp. Counselors may also be required to travel to Red Wing area to retrieve a van from the Red Wing Area Family YMCA fleet.

QUALIFICATIONS:

1. Must be at least 18 years of age.
2. Must be able to obtain or become certified in First Aid/CPR (training provided by camp). Lifeguard certification is preferred but not required (camp offers certification).
3. Ability to supervise and engage with children in both structured and unstructured settings, ensuring their safety and well-being.
4. Strong desire and capability to work with children in an outdoor, camp environment, fostering positive and meaningful interactions.
5. Excellent communication skills, with the ability to relate to youth and adults in a positive and constructive manner.
6. Proven ability to observe and assess camper behavior, address safety concerns, and implement behavior-management strategies when necessary.
7. Strong understanding or willingness to learn and lead designated camp activities, ensuring age-appropriate instruction and participation.
8. Ability to work collaboratively with fellow staff to maintain a supportive, engaging, and inclusive environment for all campers.
9. Ability to pass a background check and, if necessary, a motor vehicle check to ensure proper license and driving record.

AAP/EEO STATEMENT

The Red Wing Area Family YMCA (the Y) provides equal employment opportunities (EEO) to all employees and applicants for employment with regards to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, the Y complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

OTHER DUTIES

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

SIGNATURE

This job description has been approved by all levels of management. The employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee _____ Date _____