



Volunteer Job Description

Overview

Experience Camps is a national, no-cost program for grieving children who have experienced the death of a parent, sibling, or primary caregiver. Our one-week, overnight summer camp programs combine the best elements of summer camp with a clinically-informed peer support model that normalizes grief and allows kids to connect with other kids who “get it.” We provide a safe environment where kids can explore their grief, break the isolation they may feel with their non-camp peers, and have a whole lot of fun.

While many of our volunteers have experienced a loss of their own, it is not a requirement to volunteer. Volunteers with varied experiences help our campers understand that adults can sit with the campers’ grief, even if they don’t have the same experience. All volunteers at Experience Camps play an integral role in ensuring that our campers are safe, happy, and have the best week ever!

Job Responsibilities

Including, but not limited to:

- Enthusiastic and high-energy individual who enjoys working with children
- Full availability with no restrictions during the week of camp
- Prioritize camper safety and well being above all else
- Develop warm and nurturing bonds with our campers, set boundaries, and act as a role model at all times
- Work effectively as part of a team and take direction well
- Provide support to campers and comfortably talk about death, dying, and grief
- Keep campers on schedule and supervise campers throughout the day and night
- Assist in set up, preparation, and clean up of all camp events
- Inventory all materials, supplies, and equipment with guidance from the leadership team
- Respond quickly to safety issues
- Stand and walk outdoors in a variety of weather conditions for prolonged periods of time
- Live in a rustic environment
- Work a flexible schedule including early mornings and late nights
- Adapt easily to unexpected changes in plans or environment
- Help campers thrive, play, laugh, and make new friends

Additional Responsibilities

- **Counselors:** Cabin counselors are responsible for overseeing and supporting campers throughout the week of camp and report to the leadership team. Responsibilities include:
 - Provide continuous supervision of campers while following an on-duty and off-duty schedule with co-counselors
 - Share a living space, bathroom, and meals with campers



- Oversee campers hygiene during the week
- Make sure campers use appropriate language, resolve conflicts, and respect fellow campers
- Participate in all camp activities with their bunk including instructionals, intracamp competitions, and clinical periods facilitated by a grief specialist

**Counselors designated as “out of cabin” have the same expectations and responsibilities as cabin counselors, but do not sleep in the bunk with campers.*

- **Support Staff:** These volunteers assist the leadership team with daily camp logistics and operations. Responsibilities include:
 - Set up, facilitation, and breakdown of all activities
 - Assist with staff appreciation, the dining hall, health center needs, and staff dynamics
 - Ensure campers safety
 - Perform supply runs as needed
 - Share a living space, bathroom, and meals with other volunteers

**Support staff are not cohorted with camper cabins and have limited access to grief activities.*

Other Requirements

- Complete an application and interview, provide two non-familial references, and pass a background check
- Complete all required forms and pre-camp trainings
- Attend the one day in-person orientation the day before campers arrive at camp
- Abide by the Experience Camps Code of Conduct, Core Values, and Social Media Policies
- As needed, volunteers may be asked to act as travel chaperones on camper travel days

Our Core Values (C.A.M.P.)

- **Come As You Are (unless you're a jerk):** Bring your unique voice and your authentic self to the table. Have an open mind and respect the value in other perspectives.
- **Always FTK:** Stay true to the mission and focus on the outcomes. Above all else, we are here For The Kids.
- **Make it Count:** Whatever you do, do it well. Inspire others through your actions. Lead with passion. Love what you do.
- **Pass the Squeeze:** Offer support when it's needed. Accept support when it's offered. Be a team player.

Experience Camps is an equal opportunity employer. Our campers come from all walks of life and so do we. We are looking to hire people of a wide variety of backgrounds because it makes us stronger. If you share our values, you belong here. You can learn more about our Diversity, Equity and Inclusion commitments [here](#).