



Hidden Acres is a summer camp and retreat centre located in Perth County, Ontario between Kitchener-Waterloo and Stratford. Our co-ed camp programs for ages 5-35 are full of fun and engaging activities along with opportunities for staff and campers to experience growth in every area of their lives. We are a charitable, non-profit organization and are an accredited member of the Ontario Camps Association and actively involved in the Mennonite Camping Association and Christian Camping International - Canada.

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## **Job Title - Cabin Leader - Inclusion**

**Duration:** June to August 30 (number of weeks differs for each individual; potential opportunity to start in May)

**Wage:** \$375 - \$425/week

*The mission of Hidden Acres Mennonite Camp and Retreat Centre is to provide a welcoming, peaceful gathering place where diverse groups of people experience life-giving connections with God, one another, and nature.*

We strive to live out our mission statement in our hiring practices, welcoming and encouraging applications from diverse groups of people. Accommodations are available on request for candidates. Please let us know how we can help you in the application and hiring process.

We have two types of staff who are primarily responsible for our campers, Cabin Leaders and Inclusion Cabin Leaders, both of which are responsible for overall well-being and care of our campers. They differ in that the Inclusion Cabin Leaders have experience or training that has prepared them for working with campers with special needs (examples: Autism Spectrum Disorder, ADD/ADHD, Down Syndrome, etc.). Inclusion Cabin Leaders will therefore spend a larger portion of their time supporting those campers and ensuring they have a positive and successful experience at camp. Whenever there is an inclusion camper in a cabin, there will be two staff members supporting that group of campers.

### **Requirements for all Staff**

- While the program is running, living on site is an expectation and room and board are provided.
- Motivated to make a difference and have a positive impact on our society and community.
- Has a genuine love for, and interest in, working with children, including those who have emotional, physical, behavioural, or developmental special needs, in an inclusive summer camp program.
- Has knowledge of the Christian faith and is willing to work supportively in a faith-based setting.
- Is able to find a healthy balance between following directions and taking initiative to see what needs to be done and do it.
- Is able to find a healthy balance between working hard to accomplish what needs to be done, achieving personal goals, motivating others to have fun while having fun yourself, and contributing to meeting the mission of Hidden Acres.
- Demonstrates flexibility, an ability to change tasks or directions with ease, and a willingness to assist cooperatively in a variety of tasks and programs as time allows.
- Displays patience, a commitment to working well with others, and the ability to solve sometimes complex problems. This is all done while maintaining a positive attitude towards others and assigned tasks.
- Models excellent leadership behaviours and participates in all aspects of camp life.
- First Aid, CPR and/or lifeguarding qualifications (NL certification or higher) are an asset, but not required.
- Is able to participate in our two Staff Orientation events: May 3-4 and June 23-28

### **Requirements for the Cabin Leader - Inclusion**

- Is able to creatively and enthusiastically organize and effectively lead small and large-group activities for campers and staff.

### **Responsibilities**

- Share regular cabin responsibilities with a co-cabin leader and be responsible for the physical, social, emotional and spiritual safety of each camper and your cabin group during both the daytime and overnight.
- During cabin times, take primary responsibility for campers in your cabin group who require additional support due to their special needs. Throughout the rest of day, take on various responsibilities that include supporting other campers with special needs, leading programs/activities or groups of campers as scheduled.
- Promote a culture within your cabin, and the camp in general, where healthy and inclusive friendships and relationships are built. This will require working cooperatively with your co-cabin leader and utilizing peer-mediated approaches to inclusion.
- Help campers adjust to camp routines (e.g. getting to activities on time, meal times, etc.), ensure that campers complete daily hygiene routines and support them through challenges that they may face, such as homesickness, difficult group dynamics and a variety of other individual or peer related issues.
- Work with the Inclusion Program Facilitator and other staff to identify ways of adapting activities to facilitate the maximum participation of each camper.
- Be a resource for, and communicate with, other staff that may take responsibility for campers in your cabin group at times during the day. Inform them of specific needs (i.e. bathroom breaks needed, etc.) and give information regarding the campers' involvement in activities.
- Communicate with the Inclusion Program Facilitator on a daily basis in order to maximize the camper's experience. If you need assistance, seek guidance from the Inclusion Program Facilitator and/or other experienced staff.
- Assist the Inclusion Program Facilitator in providing training to summer camp staff in the area of inclusion based on previous experience and education.
- Be available to help in other areas of the camp program as a member of the staff team when needed.
- Inclusion Cabin Leaders support the work of the Inclusion Facilitator and are responsible to the Summer Camp Director.

**Note:** A completed Hidden Acres Staff application and a current police record check for the vulnerable sector are required before starting any staff position at Hidden Acres.