PACT FAMILY CAMP MENTOR JOB DESCRIPTION

Position Summary: Mentors play a vital role on our camp team and are responsible for assisting and supporting the Pact camp children and staff. The primary objective of Mentors is to support adopted children of color at Pact Camp (as well as their siblings) by serving as role models & mentors. Camp mentors support and take direction from the Youth Empowerment Specialist in their group, assist with safety and behavioral management of Pact children and youth, communicate with parents about their child's Pact Camp experience, and support/assist in programming for their age group collaboratively. Depending on the youth group assignment the hours each camp mentor will work will vary but a typical program day is from 8:30-3:30 with occasional evening activities as well like our family dance.

Qualifications
- Must be 21 years old at the start of employment
- Must have experience working with children.
- Must demonstrate a desire and ability to learn and be taught about adoption, racial and family-issues and approaches for managing challenges associated with those topics.
- Must be patient, energetic, fun-loving and hard-working - a sense of humor is a huge bonus!
- Must be flexible and able to work well with others.
- PREFERRED: Has lived experience of being adopted or fostered or knowledge of the adoption community.

Principle Duties
- Must demonstrate appropriate role model behavior at all times. This applies BOTH with the children in program but also with other staff while onsite at Camp: use appropriate language (non-Racist/Sexist/Homophobic), positive, positive interactions with others under stress or challenging situations, positive racial modeling, positive adoption modeling, positive gender identity modeling.
- Create a rapport with children. A camp mentor must relate well to the assigned age group assigned, encourages conversations with kids about their issues, knows how to facilitate age-appropriate fun with kids

Other Responsibilities
- Participate in pre-camp training, being willing to lead some activities/discussions, which will be held virtually before camp starts and onsite prior to families arriving.
- Be on time for all meetings and duty shifts.
- Be positive, proactive and caring while giving pact campers a fun, safe camp experience.
- Help to lead and support campers as they participate in age appropriate activities and discussions.
- Monitor campers to ensure both physical and emotional safety.
- PARTICIPATE in all activities with your campers and encourage participation of your camper’s by supporting guest speakers and Youth Empowerment Specialists.
- Help with the set-up and break-down of camp.
- Perform all other duties as assigned.

Needed
- Ability to pass background check
- Proof of COVID vaccination, including booster

Education and/or experience
- High School Diploma or GED Equivalent
- 2–4 years’ experience working with children in the appropriate age group 1 year to 18 years old

Certification Recommendations (but not required)
- CPR for Child and Adult & Basic First Aid

Compensation Package
- Base Pay- which will vary based on position, group assignment and years of service. Base pay will include pay for all training both virtual and onsite training. Ranges from $700-900/ per week.
- Bonuses- Bonuses are based on performance. Bonus money is collected from parents and is distributed amongst the team. Usually ranges from $300-500.
- Lodging -Mentors are provided lodging at no charge. Lodging will be shared with at least 1 other mentor.
- Meals- Pact will provide each mentor with 3 meals a day and snacks. We accommodate dietary needs with prior notice.

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