

# Village Leader Performance Profiles

## Village Leader Skills:

- Exceptional emotional intelligence, along with eagerness to support EQ growth in campers and village counselors alike
- Demonstrates a high level of written and verbal communication skills, exceptional organizational skills, and discretion in handling emotionally sensitive concerns
- Ability to build community and camaraderie defined by love, mutual respect, dedication to growth, and playful interactions
- Resourceful and proactive in supporting counselors' plans with their cabins; checking in with village counselors consistently and meaningfully; setting an example of excellence for all counselors
- Commitment to learning, embodying, and upholding all Camp Augusta leadership benchmarks through pre-camp work, staff training engagement, and ongoing attention throughout the summer
- Enthusiasm for planning and executing village programming throughout the summer
- Love for working with and teaching children in a safe, fun, and intentional manner

## Village Leader Tasks:

- Teaches two activity blocks per day, and finds joy in the variety and the opportunity to impart knowledge and facilitate fun
- Organize cabin activities within village and camp-wide, in collaboration with the other VLs
- Meet with village counselors at the start of each session; follow up with individual counselors at least once a day throughout session
- Oversee counselor creation of Parent Letters and Wood Cookies, and their distribution
- Prepare camper and cabin documents for each session, serving as a village resource throughout the summer
- Engages with the rest of the camp community to offer fun, memorable experiences even beyond the realm of the Village Leader
  - Auction prizes, playstations



HEART	HANDS	BRAIN
Support Village Unity	Set up and scaffold all cabin acts	sorting cabin acts and overnights
Scaffold Counselors	Thank you cards/postcards	schedule legacy hours
Support counselor's SCOs and growths zones	photos	session packets
Know EVERY camper in your village	make sure legacy hours happen	evals
Help with Bathhouse time	village acts	off-site trips
Help come up with cabin acts	weekend programming	PL support and sending
Check off wookies	Boy's/Girl's Campfire	Laundry
scaffold wake-ups	special programs	Time off
edit parent letters	claim jumping	KM Tab
scaffold embers	Town Run	All Google Docs
Assign cabins to counselors		
Call parents		
Level 2's and Level 3's		
Check in on cabin unity		
lead the sunday meeting		
Sell CAPP Projects		
20/20/20, 30,000 ft view, legacy hours		

## Hands Performance Profile

### Hands Skills:

- Lives, breathes, and dreams in the world of limitless play; constantly coming up with new and thrilling ideas for bringing wish, wonder, and surprise to the camp community
- Eagerness to support creative growth in campers and village counselors alike
- A tactical genius, able to bring intensely strong organizational and delegation skills to cabin and village life throughout the summer
- Oriented to developing efficient, effective processes while bringing an eye for detail to every endeavor
- Open, caring, patient, and flexible when working with a variety of people. Builds skyscrapers from a diverse set of ideas with visionary adeptness
- Resourceful and proactive in supporting counselors' plans with their cabins; checking in with village counselors consistently and meaningfully; setting an example of excellence for all counselors
- Commitment to learning, embodying, and upholding all Camp Augusta leadership benchmarks through pre-camp work, staff training engagement, and ongoing attention throughout the summer

- Enthusiasm for planning and executing village programming throughout the summer
- Love for working with and teaching children in a safe, fun, and intentional manner
- Willingness to engage with the rest of the camp community to offer fun, memorable experiences even beyond the realm of the Hands

#### **Hands Tasks:**

- Teaches two activity blocks per day, and finds joy in the variety and the opportunity to impart knowledge and facilitate fun
- Organize cabin activities within village and camp-wide, in collaboration with the other VLs
- Gather materials and set up cabin activities for all cabins.
- Support and guide counselors in their creation of 5 unique cabin activities per week
- Distribute thank you cards and postcards for donors to cabins
- Recording memorable cabin activities with photos and videos
- Liaising with the Puppet Master to schedule time for counselors to record memorable cabin activities
- Organising and setting up of 2 village activities during each two-week session
- Assisting with the setup of all-camp weekend programming
- Setting up Boys/Girls Campfires each session
- Aiding with special programming that takes place throughout the season (e.g. 4th of July celebrations)
- Creating a claimjumping schedule for all counselors
- Managing the village leader town run list (includes all supplies for cabin activities, village activities etc)
- Adding extra magic to elaborate Wakeups and Embers

## **Brain Performance Profile**

#### **Brain Skills:**

- A tactical genius, able to bring intensely strong organizational and delegation skills to cabin and village life throughout the summer
- Oriented to developing efficient, effective processes while bringing an eye for detail to every endeavor
- Commitment to learning, embodying, and upholding all Camp Augusta leadership benchmarks through pre-camp work, staff training engagement, and ongoing attention throughout the summer
- Love for working with and teaching children in a safe, fun, and intentional manner
- Willingness to engage with the rest of the camp community to offer fun, memorable experiences even beyond the realm of the Brain
- Efficiency and multitasking: in looking at assigning counselors and heros to tasks the Brain always considers camp needs alongside village needs, and is a logistical ninja when considering matching staff and skills to tasks. They seek to save time and energy where possible
- Finds fulfillment in working with other staff, their needs and requests, and in an ebb-and-flow environment; is able to be approachable, helpful, and always in problem-solving mode. Often will need to create and communicate innovative solutions to solving a problem that meets a multitude of needs.
- Embraces joy in the storm: is calm and collected when the best-laid plans need adjusting. Needs to be prepared for change and ready to take action.
- Actively builds positive and communicative relationships with every member of the community to invite a collaborative atmosphere

#### **Brain Tasks:**

- Sorting cabin acts and overnights for all cabins
- Scheduling "legacy hours" for counselors to record exemplary wakeups, embers and cabin activities

- Putting together session packets including the campers profiles, letters to counselors, parent confidentials and dietary information
- Distributing camper evaluations at the end of the week and entering that data into the database
- Planning logistics for cabin off-site trips - arranging vans and drivers, coordinating food with the kitchen and letting programming staff know in advance so that they can adjust activities accordingly
- Ensuring parent letters are edited and sent off on time
- Coordinating camper laundry during two week sessions
- Coordinating counselor time off during two week sessions
- Maintaining a log of village leader processes and how they could be improved (KM)
- Ensuring that documents shared with other domains of camp are updated regularly