FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: Community Care Coordinator
Employee Classification: Seasonal
Reports to: Overnight Summer Camp Director

Status: Exempt
Revision Date: 10/2026

POSITION SUMMARY:

The Community Care Coordinator partners with the Overnight Summer Camp Director to ensure every camper is happy, healthy, safe, and successful throughout their camp experience. This role reviews camper information prior to arrival, coordinates accommodations and support plans, coaches staff on child development and behavior management, and collaborates with counselors, village leaders, families, and kitchen staff to meet the diverse needs of campers. Through observation, documentation, parent communication, and ongoing staff support, the Community Care Coordinator helps address behavioral, social, emotional, physical and dietary needs while fostering an inclusive and supportive camp community. Must have experience working with youth with diverse needs; formal experience or education is preferred but not required. A willingness to comply with YMCA driving rules to be approved to operate YMCA vehicles is preferred but not required.

OUR CULTURE:

We firmly believe in our mission of putting Christian principles into practice through programs, staff, and facilities in an environment that builds healthy spirit, mind, and body for all. The YMCA of the Rockies staff are key players in helping cultivate an environment of healthy living, youth development, and community impact on our breathtaking properties outside Rocky Mountain National Park. This is a place where nature inspires, and staff lead with heart. We are committed to being welcoming to ***all*** people and to making a difference in the lives of our members, guests, and staff. The work each staff member does matters. We count on our staff to provide extraordinary mission-based experiences for our guests and for each other.

ESSENTIAL FUNCTIONS FOR ALL CAMP CHIEF OURAY STAFF:

- Create a safe space for all campers, families, and staff. Promote safe work practices to allow for development and growth for all.
- Possess the mental, social, and emotional skills necessary to build rapport and positive relationships, putting camper needs first
- Respond to camper and customer requests for service, troubleshoot problems and develop solutions in a patient and respectful manner.
- Contribute to a cooperative and positive camp community, be a team player
- Be responsible for the upkeep of the camp facility and cleanliness of camp. Report any repairs in a timely manner.
- Assist other departments as needed

ESSENTIAL FUNCTIONS FOR THIS POSITION:

- Training
    - Participate in summer leadership and all-staff training prior to working with campers
    - Assist with the coordination and facilitation of all staff training as determined during leadership training. Evaluate training after delivery.

  - Support in training all staff on American Camp Association, YMCA, and Colorado Child Care Licensing standards and regulations. Make sure all ratios and American Camp Association standards are followed
- Program
  - Become familiar with all camp programming
  - Possess a strong understanding of youth development and milestones
  - Review camper paperwork prior to their arrival to identify needs and create a camper support plan with appropriate accommodation options
  - Create and/or support creation of materials to assist camper integration into programming (e.g. visual aids for schedules/instructions, activities that focus on building emotional recognition/regulation skills, etc.)
  - Assist in de-escalation situations as needed and/or observe camper behavior
  - Supervise campers with illnesses causing them to be isolated from other staff/campers.
  - Gain working knowledge of Microsoft Suite & Camp Minder
  - Assume counselor responsibilities as necessary
- Meetings
  - Meet with parents/guardians to discuss camper support needs and/or concerns
  - Meet with counselors to share support plans for campers in their cabins (including distribution of materials, etc.) at the beginning of camp sessions
  - Regularly check-in with counselors to ensure camper support plans are working and revise and/or provide additional support as needed
  - Assist the Overnight Summer Camp Director and Assistant Overnight Camp Director with daily check-in and check-out systems; including meeting with parent/guardians regarding camper concerns
  - Meet routinely with the Overnight Summer Camp Director and other camp leadership to discuss and evaluate programs and staff. Consult with Overnight Summer Camp Director to discuss suggestions for improvement of activities and general camp experiences
- Supervisory
  - Ensure quality program delivery and day-to-day operations, specifically around activities focused on character and emotional intelligence development
- Reports and Evaluations
  - Ensure proper documentation of camper paperwork, medical care, behavior contracts, staff concerns, incident reports, etc.
  - Ensure camper concerns are elevated to the Overnight Summer Camp Director as appropriate
  - Assist the Village Leaders with providing mid-season and end-of season evaluations as requested
  - Write an End of Season report that includes role summary/schedule, program evaluation, and recommendations for the future
  - Provide leadership in the development of programs in harmony with the Camp's policies, goals, objectives, and procedures.
- All other duties as assigned

REQUIREMENTS/QUALIFICATIONS:

- Preferably be at least 21 years of age
- Must have experience working with youth with diverse needs
- Preferably have experience working with youth in a summer camp setting

- Ability to prioritize tasks and efficiently manage time
- Basic understanding of computer systems and networks
- Must have current certification in CPR/First Aid or be willing to obtain certification
- (Preferred) - Willingness to comply with YMCA and DOT rules to be approved to operate YMCA vehicles, including 15-passenger mini-buses
    - Must conduct all vehicle operations within the DOT Regulatory Requirements that apply to the position's specific driving duties.
    - Must have a valid US Driver's license or, if required, a Commercial Driver's License
    - Must have a satisfactory driving safety record (Verified by MVR Review)
    - Must have the ability to obtain a DOT Medical Card (Complete DOT Physical) in order to perform driving duties.
    - Drivers must pass a pre-employment drug test.
    - Drivers must complete a YMCA driver training program.

GENERAL YMCA OF THE ROCKIES REQUIREMENTS

- Uphold and reflect the YMCA core values of Caring, Honesty, Respect, Responsibility, and Faith in all functions
- Uphold the YMCA of the Rockies Mission, policies, and programs.
- Possess and demonstrate excellent customer service skills; for example, friendly, personable, helpful, patient, and professional.
- Support the YMCA of the Rockies safety program. Promote safe work practices and a safe environment for guests, members, and staff.
- Promote a cooperative, positive, and flexible atmosphere while working with others in a diverse community.
- Attend required abuse risk management training and report suspicious or inappropriate behaviors and policy violations.
- Commitment to diversity, equity, inclusion, and antiracism is required.
- Must meet acceptable criminal background check standards.

WORK ENVIRONMENT & 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.

- Be able to work inside and outside in all weather conditions
- Be able to hike on rugged terrain
- Must be able to lift 25 pounds, climb/work on ladders and in tight spaces.

ENVIRONMENTAL SUSTAINABILITY COLLABORATION:

Support organizational environmental sustainability goals through regular and effective collaboration and communication with sustainability leadership.

ADDITIONAL INFORMATION:

YMCA of the Rockies is a **Praesidium-accredited** organization. Our hiring process reflects the values and standards of Praesidium and other accredited organizations. For more information about Praesidium accreditation, please visit https://www.praesidiuminc.com/

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Note: Employees are held accountable for all duties of this job.
This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.