



INCLUSION SPECIALIST

Contract Date: June 8 - August 11, 2023

Salary: \$4000 + \$250 Bonus

Housing:

Private Dormitory/Cabin with inside bathroom, WIFI, hot water, A/C and electricity.

Time Off: Friday PM - Sunday AM weekly

Reports to: Camp Director

SUMMARY: The inclusion specialist works to successfully integrate campers with, physical, intellectual and social developmental delays into the mainstream camping program so that they are comfortable, included, supported and accepted. The Inclusion Specialist provides ongoing support, consultation and training to camp staff who are responsible for providing direct support to neuro-diverse campers of all ages, including children age 5-17 and adults with intellectual disabilities.

MAIN RESPONSIBILITIES:

- **Pre-arrival Preparation:** Through the process of reviewing pre-arrival documentation and completing in-person or telephone assessments and, in communication with the care provider, an inclusion specialist is able to identify campers requiring additional social, behavioral or physical support in the camp environment
- **Intercession and Advocacy:** Make appropriate accommodations in the camp schedule, environment and planned activities to help the camper succeed, or, use professional judgement to remediate alternative options if remaining is not an possible, for example, in not-yet-diagnosed campers that require 1:1 support.
- **Training & Education:** Camp staff may not initially be trained to identify or help a camper with heightened care or support needs. The inclusion specialist meets with the unit leader to discuss any required additional inclusion support plans. The specialist provides ongoing coaching and mentoring to staff and educates and informs care providers of plans, objectives and progress that is niche to the camp environment.
- **Support Plan Development:** A plan for a camper requiring intervention is clearly provided and goals are tracked for improvement, keeps a well-documented record for each. The inclusion specialist establishes a clear objective for each camper requiring heightened ratios of care, supervision or support, and develops appropriate coping or support strategies
- **Conflict & De-Escalation:** Provides conflict resolution support and assists with behavior de-escalation as necessary
- **Effective Communication:** Act as an intermediary between camp and the home environment - effectively communicate incidences and progress to the care provider
- **Ongoing Support:** In the event that not all campers requiring additional support are identified prior to arrival, the inclusion specialist will provide real-time reactive support as incidences occur

REQUIREMENTS & QUALIFICATIONS:

- 21 years of age or older with Bachelor's degree in Special Education or equivalent experience
- 2 years' experience in Special Education, Inclusion Support Specialist or similar role
- Serve as a Christian role model to campers and staff – provide pastoral care as needed
- Ability to work alone and as part of a team – Proactive self-starter, with ability to manage own workload
- Public speaking – ability to direct staff, camper groups and foster trusting relationships
- Leadership - displays strong judgement and decision-making abilities, excellent attention to detail
- Enthusiastic, resilient, and selfless character
- Excellent interpersonal skills essential for community living
- Ability to pass background checks
- Good command of the English language - verbal and written skills
- Ability to tolerate active days in the heat, walking on uneven terrain

BENEFITS: Completion Bonus, airport pick-up/drop-off, room and board, all meals, staff uniform, laundry facilities, supportive Christian community, use of the camp facilities outside of working hours, WIFI, staff

gym, one hour from Boston and other neighboring states, weekend transportation for day-trips and professional networking opportunity

EQUITY STATEMENT: Grotonwood actively promotes a culture that is free from bias and injustice. We are committed to removing institutional and systemic barriers that result in oppression and racism. We are and will continue to serve and be accountable to marginalized and underserved communities, and for creating equitable and sustainable programs where social and restorative justice is woven into every facet of our ministries.

ABOUT GROTONWOOD CAMP & CONFERENCE CENTER: Nestled along the shores of Lost Lake in Groton Massachusetts, is Grotonwood, a traditional Christian camp that has been ministering and serving kids and adults with intellectual and developmental disabilities since 1956. The camp is located on 247 acres of private woodlands. Our goal is to introduce people to the love of Jesus, and encourage them to grow in relationship with Him. At the heart of this life changing experience is the staff, committed people who want to live out an example of a life changed by Grace. Daily activities include chapel, boating, biking, swimming, sports, cardio drumming and dance classes, arts & crafts and entertainment-based activities, including talent shows, concerts, trivia nights and our end of week banquet!