



Rainbow Summer Camp Junior/Assistant Counselor

About the organization and program

About Rainbow Collective for Change

Rainbow Collective for Change (RCC) is a collective of LGBTQIA+ families and community members working together to build community and affirming spaces for LGBTQIA+ families and children ages 0-12. RCC provides LGBTQIA+ families with meaningful opportunities to connect with each other, build positive self-identity and pride in themselves and their families, and engage in advocacy and activism as a collective. RCC also provides workshops, resources, and consulting for schools, families, and organizations to be LGBTQIA+ and gender inclusive.

About Rainbow Summer Camp

Rainbow Summer Camps are week-long experiences where LGBTQIA+ kids and children of LGBTQIA+ caregivers can find community while exploring self and family identity, diversity, justice, and activism through art and literature. Campers will engage in fun, interactive, and developmentally appropriate activities that foster conversations about justice, intersectionality, and allyship, all while empowering them to share their voices, passions, and lived experiences with their communities.

Campers learn about BIPOC and LGBTQIA+ artists and explore identity, diversity, injustice, and advocacy through those artists' mediums. Together, they will collaborate on a **Speak Up Project**—a creative initiative designed and led by camp participants to be shared with the broader community.

Rainbow Summer Camp also welcomes local BIPOC and LGBTQIA+ artists—including a Drag Story Hour reader. These artists will discuss how art has shaped their lives and how they use it as a tool for activism, inspiring campers to explore their own creative expression.

Most importantly, Rainbow Summer Camp is an inclusive and affirming space where you can BE WHO YOU ARE! We welcome and affirm all children, including LGBTQIA+ and gender-diverse children of any race, country of origin, culture, and ability.

About the job

Job Title: Junior Counselor

Purpose: Provide mentorship and support for children ages 5-12 who are LGBTQIA+ or have LGBTQIA+ parents/caregivers. Work alongside two Lead Counselors and a Junior Counselor to help facilitate summer camp programming, ensuring an inclusive, engaging, and affirming experience for all campers.

Dates of Rainbow Summer Camp:

- Week 1: June 23-27, 2025, with up to 15 children ages 9-12.
- Week 2: August 4- 8, 2025, with up to 15 children ages 5-9.

About the Junior Counselor Position

Rainbow Summer Camp Junior Counselors are 16-24 years old and serve as LGBTQIA+ mentors for campers while supporting Lead Counselors. While Lead Counselors oversee programming and camper well-being, Junior Counselors focus on facilitation, preparation, and direct engagement with campers. They play a key role in creating a joyful, affirming environment where campers explore identity, diversity, injustice, and activism through fun, interactive activities.

Primary Responsibilities

- Be a friend and mentor to summer camp participants ages 5-12
- Provide support and take direction from Lead Counselors
- Be present, authentic, and affirming for the entirety of the Rainbow Summer Camp weeks.
- Provide a LGBTQIA+, gender-affirming, and inclusive environment for all children, counselors, and families for the entirety of both weeks of camp (e.g., use inclusive language, ensure counselors and campers are using everyone's correct name and pronouns, center BIPOC and transgender and non-binary communities).
- Help prepare the environment and materials for each camp day and clean up after art activities, lunch and snacks, and at the end of camp days.
- Come prepared to support Rainbow Summer Camp curriculum (e.g., review curriculum, check in with the counselor team about what activities you will co-lead)
- Ensure camp participants' basic needs are met (e.g., adequate hydration and food intake, adequate time to play, hygiene practices).
- Ensure the site (e.g., classroom, playground, kitchen, and bathroom) are clean throughout the day and at the end of each day.
- Develop and maintain good relationships with camper families, location hosts, and the community.

Apply If You:

- LGBTQIA+, BIPOC, and/or Neurodiverse identities are encouraged to apply.
- Have a passion for justice and inclusion and have experience working with different ages, backgrounds, and identities of youth ages 5-12
- Are committed to RCC's [mission and values](#)
- Are able to be flexible based on the needs and energy of the group of campers
- Want to be a positive role model and mentor to children
- Are independent but enjoy working collaboratively with a team of counselors
- Are able and willing to accept and effectively act on feedback and guidance

Minimum Qualifications:

- Between 16-24 years of age
- First Aid and CPR certification preferred
- Experience working (in a voluntary or paid capacity) with children ages 5-12
- Ability to communicate effectively and efficiently by text, phone, or electronic communication (email and zoom).

Reports to: Lead Counselors, RCC Program Director, and/or Executive Director

Classification: Hourly Contract

Compensation: \$16-\$20 an hour for up to 90 hours between May 1, 2025, and August 15, 2025

Breakdown of Hours:

- Up to 10 hours of preparation and training time between May 1, 2025 - June 23, 2025
- 40 hours (8 AM - 4 PM or 9 AM - 5 PM) for Week 1 of Rainbow Summer Camp
- 40 hours (8 AM - 4 PM or 9 AM - 5 PM) for Week 2 of Rainbow Summer Camp

Application Process:

- **Complete the online form by April 1st:** <https://bit.ly/3XXeyUK>
- Please direct questions to the Executive Director, Anne Sutkowi-Hemstreet (she/they) at rainbowcollectiveforchange@gmail.com
- Rainbow Collective for Change is strongly committed to racial and social justice. We encourage candidates with diverse experiences and backgrounds, Black, Indigenous and people of color, LGBTQIA+ individuals, and unemployed persons to apply.