

The essential functions for a Camp Echo staff member fall into two categories.

Most essential **cognitive** functions are included among the "Specific Duties" and the "Additional Duties" within the Job Description. In addition to those duties ...

All Camp Echo staff members must ...

... exhibit appropriate behavior and decision-making skills at all times. Appropriate words, actions, and decisions help us achieve our goal of character development; help create an inclusive atmosphere; allow campers to enjoy camp while not upsetting parents; help camp run smoothly; keep campers safe and within the rules while also explaining "why"; make their job and the jobs of others easier; lift other people's spirits and make them feel better about themselves; and enhance the overall reputation of Camp Echo.

Essential **physical, visual, and auditory** functions are as follows:

All Camp Echo staff members must ...

... be able to identify emergency situations, either by seeing them happen, hearing cries for help, or hearing the emergency alert siren and bell.

... have the strength, endurance, and physical skills to respond quickly and appropriately to emergency situations, according to written emergency procedures and plans, which may include calling for help, running distances up to a half-mile, and watching to see if campers are responding appropriately. In an aquatic emergency, all Camp Echo staff members who qualify as Blue Swimmers will be asked to assist in a search of aquatic areas, which may include up to ten minutes of surface dives to a depth of fifteen feet.

... have the physical dexterity and coordination to effectively use various tools and operate various machines over the course of the summer. Examples include a computer keyboard, broom, dishwashing machine, bicycle, and hot cocoa machine. Maintenance staff may be operating more complex tools such as a log-splitter, chain saw, or a weed whacker. Most staff members age 21 or over will be required to drive vehicles.

... be able to demonstrate or participate in camp activities as they supervise and instruct campers. This will require the ability to walk, sit, climb, kneel, crouch, stoop, and stand.

... be able to move items (such as canoes, sailboats, water skis, archery and sports equipment, craft supplies, and bicycles) around in the program areas, assist with relocation and storage of food deliveries, and collect firewood. This will require the strength and mobility to push, pull, lift, and carry items up to 25 pounds.

... possess the strength and stamina to maintain constant supervision of campers for up to ten weeks, given two hours off per day and twenty-four hours off per week of work, granted during the breaks between sessions. Such supervision requires the ability to observe what campers are doing when in close proximity, and the ability to hear what campers are saying when nearby but not necessarily within direct visual contact. Stamina includes the ability to remain alert, friendly, courteous, and patient for the duration of the staff member's time at camp.