



December 2025

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O-1859 Lake Michigan Dr. NW

Grand Rapids, MI 49534

IKUS Life Enrichment Services / Indian Trails Camp Summer 2026 High Adventure Lead

What We Have for You!

We're looking for enthusiastic, compassionate leaders to help make this summer unforgettable for campers with disabilities. As Programming Lead, you'll help create a safe, inclusive, and fun environment where every camper can shine. Managing the safety and coordination of our high adventure program, while supporting, encouraging, and guiding the campers throughout their week.

Benefits:

- Lead your high adventure team and set the tone for a great week!
- A summer full of fun, growth, and meaningful work.
- Training and professional development.
- The chance to make a real impact on incredible campers.
- Lifelong friendships and unforgettable experiences.
- Free housing all summer and meals when camp is in session.

A Day in the Life!

As our High Adventure Lead, you'll start each day inspecting all our high adventure activities for safety, planning programming and scheduling the adventure team. You'll help get the counselors and campers hyped up for a fun day at some of their favorite activities! You'll spend your day helping the campers participate in each adventure activity to the best of their ability and encouraging them to try new things. You will also be aiding other lead staff by supporting them and counselors by providing breaks. End your days with a campfire or evening programming under the stars!

What Do We Expect of You?

- Providing safe, fun, and intentional high ropes programming
- Completing daily safety inspections of the course and all equipment used
- Enforcing State of Michigan, American Camp Association, and ACCT standards for high ropes programs
- Create a welcoming atmosphere where campers of all abilities feel valued and included in all camp activities. Use your creativity to bring inclusivity into every aspect of camp life.
- Maintain safety and cleanliness of the ropes course area
- Work with the camp director and program team leader to schedule high ropes activities and staffing.
- Working with the camp director to provide regular in-services to all trained staff
- Implementing emergency action plans and emergency procedures as needed
- Work with other departments to help manage camp processes such as the camp store, human resources, or the kitchen as needed.
- Provide breaks for other Camp Counselors
- Maintaining communication and teamwork with cabin staff, other team leaders, and the camp director
- Care for all physical needs of campers. This will include dressing, feeding, toileting, showering etc.
- Observe and assess camper behavior, applying any procedures or techniques as needed.
- Assisting with check-in, check-out, and keeping cabins/camp areas clean.

Living Requirements

Summer Camp season runs for 10 weeks, from May to August with sessions beginning on Sunday afternoon and ending on Friday afternoon – time to enjoy your weekend away to recharge! As our High Adventure Lead, you will live with the other lead counselors here at camp with all your housing and meals, while camp is in session, provided for you!

What Do You Need to Qualify?



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- Minimum one-year prior camp counselor experience
- Previous experience working with individuals with disabilities
- Compassion and dedication to the well-being of campers with a wide variety of disabilities.
- Enthusiasm, positivity, and a willingness to adapt to the ever-changing needs of our campers.
- Excellent communication and teamwork skills.
- Clear background checks from local, state, and federal agencies
- Complete all pre-summer paperwork, required training, and orientation activities.
- High School graduate or equivalent, or at least 18 years of age
- Understanding of HIPPA confidentiality and sensitivity (training provided)
- Ability to assist in teaching and assisting campers with activity participation
- Enthusiasm, sense of humor, patience, compassion, self-control and team player

Physical Requirements:

- Must be able to actively participate in camp activities, including assisting campers with mobility needs, responding to emergencies, and maintaining constant supervision.
- Must be comfortable and physically able to safely lift, support, and transfer adult campers of all sizes on high-adventure platforms, always prioritizing safety and care.
- Ability to work outdoors in various weather, remain on your feet for long periods, and perform physical tasks like bending, crouching, and lifting.
- Must be able to lift a minimum of 50 lbs and ability to transfer adult campers.
- Be comfortable providing very personal care, including tasks like changing diapers, supporting hygiene needs, and handling odors or messes, always treating campers with dignity and respect.
- Maintain high energy and enthusiasm throughout the day
- No alcohol or drug use while at camp.
- Must have the physical, auditory, and visual ability to respond to critical incidents.

Position Information:

- Job Type: Full time, seasonal, salary position.
- Employment Dates
 - May 18th – May 22nd: Lead Staff Training
 - May 25th – May 30th: Summer Staff Training
 - May 31st – August 7 Summer Camp
 - June 26th – July 5th: Break week
 - August 7th – Final Night Party
- Schedule: Live on campus from Sunday to Friday. Friday evening and Saturday evening are free, returning to camp by Sunday morning. Break times and time off throughout the week based on rotating schedule.
- Pay: \$425-450 per week.
- Included:
 - Living quarters – in cabin with campers.
 - All meals during summer camp sessions.
 - Free parking/storage if needed
- Reports to: Camp Director

For more information about our company, visit ikuslife.org. EOE