



Community Mentor 2026 CampOUT! Volunteer Position Summary

Term: Leadership Team Orientation Weekend June 13-14, CampOUT! July 1-6, 2026.

Locations: Orientation Weekend held at a TBD location in Vancouver and CampOUT! held at Chá7elkwnech, Gambier Island, at Camp Fircom

Background

CampOUT! is an educational summer camp for queer, trans, Two-Spirit, questioning, and allied youth ages 14-21 from across British Columbia & the Yukon. The camp is held on Chá7elkwnech (Gambier Island), the traditional, ancestral and unceded territory of the Tla'amin, Klahoose, shíshálh, and Skwxwú7mesh Úxwumixw. Housed at the University of British Columbia, CampOUT! provides opportunities to develop leadership skills, build self-esteem, foster hope and resilience, and connect with resources to support health and well-being (physical, mental, social, sexual, educational, and spiritual). Participants return to their home communities with new skills, resources, and friendships. CampOUT! provides a supportive space for LGBTQ2S+ youth to celebrate and be celebrated for who they are. For more information, visit <http://campout.ubc.ca/>.

Job Description

Volunteer Community Mentors will be responsible for assisting with the planning, preparation, facilitation, closing, and evaluation of CampOUT! programming based on the duties outlined below. Community Mentors facilitate workshops and/or activities that connect to the annual theme of CampOUT! While Community Mentors occupy and sleep in shared rooms separate from campers, they support Cabin Leaders in the care and supervision of campers and are required to inform appropriate staff when camper needs are not being met. Community Mentors participate fully in the intergenerational camp experience as program support, role models, liaisons and resources to the camp community.

Requirements

- Ability to attend Leadership Team Orientation at a TBD location in Vancouver. (June 13-14, 2026)
- Ability to stay on Gambier Island for CampOUT! operation dates (July 1-6, 2026)
- Sign a confidentiality agreement and provide information for CampOUT! to obtain a Criminal Record Check, as sensitive information will be engaged with throughout the position
- Must comply with the [CampOUT! Community Agreement](#) (no sex, alcohol, or unprescribed substance use including cannabis is permitted during your time at camp)
- Must live in B.C. or the Yukon
- Must be at least 19 years of age
- Must respect the confidentiality of all participants
- COVID-19 vaccination is strongly recommended

Accessibility

CampOUT! strives to be accessible to community members who may be facing multiple barriers to participation. If anything listed in the position summary is a barrier to your participation, please do not hesitate to contact the Camp Director so that accommodations can be made.

Note: All your personal information will be confidential. A media release is optional, and the short biography you provide will only be shared with youth and adult camp participants and staff.

Duties

- Facilitate 1-2 workshops or activities and contribute to the overall CampOUT! programming
- Act as a role model for both Cabin Leaders and campers by modelling positive behaviour, specifically by complying with all University of British Columbia rules, camp safety policies, and our CampOUT! [Community Agreement](#)
- Assist the Camp Director, Program Committee, and Community Mentors in delivering camp programming and related outreach activities
- Act as a resource for Cabin Leaders and campers
- Follow and support agreed-upon health and safety practices
- Support and mentor Cabin Leaders in delivering excellent leadership in all areas of camp life
- Support Campers and Cabin Leaders during activity transition periods (wake-ups, meal times, program transitions, free time, evening programs, cabin time, and bedtime)
- Enact clear boundaries, and practice mentorship by maintaining positive and appropriate relationships with camp youth before, during, and after camp (in-person and online)
- Participate fully in the experience of CampOUT! by joining us punctually for all meals and attending the daily programming during camp
- Encourage campers, in words and actions, to participate as fully as possible in all parts of camp
- Participate in the youth-centered CampOUT! experience by facilitating connections outside of scheduled programming (for example: a meal or free time period is a great opportunity to initiate an impromptu game, group conversation, or making yourself approachable to campers by reading/relaxing/sitting in a common space)
- Act creatively, with initiative and in collaboration with other leaders to respond to camper's social and emotional support needs
- Immediately report any incidents, injuries, or illnesses of camp participants to Camp Director & Care Team
- Inform Camp Director of any difficulties or unusual situations that occur

Qualifications

- Strong interest in intersectional social justice
- Ability to work well with others
- Knowledge of issues facing queer and trans youth
- Strong interest in being in solidarity with HPSM communities
- Excellent organizational and planning skills
- Strong communication skills
- Good listening skills and sound judgment
- Attention to detail
- Ability to work well with others and to work independently, taking initiative when necessary
- Previous summer camp leadership experience is an asset
- Previous youth leadership development or mentoring experience is an asset
- Prior camp experience is an asset

Organizational Status

CampOUT! is housed in the Dean of Education's Office (DNSO), under the direction of the Faculty of Education of the University of British Columbia. DNSO provides CampOUT! with a supportive institutional infrastructure, operational resources and numerous opportunities to collaborate and build new relationships across communities. By supporting CampOUT! DNSO is helping to fulfil the University's commitment to foster safer learning spaces and strengthen community outreach both at the Institute and on campus.

Community Mentors report to the Camp Director and work in collaboration with Cabin Leaders, the Care Team, other Volunteer Community Mentors, as well as UBC Staff. Volunteer Community Mentors act as one of the primary point persons for the campers and Cabin Leaders for the cabin they are assigned to. They consult or refer

and accompany campers and Cabin Leaders to the Care Team and/or leadership regarding any issues outside of their area of expertise.

Supervision Received

Works with and under the supervision and general direction of the CampOUT! Camp Director. Receives guidance, training, encouragement and feedback from Camp Director and UBC Staff. Works independently and collaboratively with all leaders. Consults with supervisor on matters which depart from established policy or procedures.

Working Conditions

Rustic summer camp environment. [Accommodations](#) have twin-size beds, heat, running water and electricity; bathrooms have hot water, showers, electricity. A full kitchen, and common area are available to the whole leadership team. Volunteers typically share a room with another volunteer in a 10-bedroom lodge. Meals are served in a large dining hall and workshops are delivered in a range of indoor and outdoor locations. View images of facilities here: <https://www.fircom.ca/facilities>

Consequence of Error/Judgment

Community Mentors play a key role in maintaining the safety of CampOUT! and have a direct impact on the experiences of youth attending the camp and the Leadership Team. Community Mentors may deal with unique situations requiring sound judgment, strong boundaries and discretion. The consequence of error is high and incorrect actions at and post camp could negatively impact the safety of camp participants and negatively impact the reputation of the camp, the Faculty of Education, community partners and the University.

Application

To apply, complete these steps:

1. Fill out a copy of the [Request For Proposals form](#)
2. Fill out the [Leadership application form](#), indicating your interest for the Community Mentor role and uploading your proposal

An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. Therefore, we encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, race, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

CampOUT! Director | Faculty of Education, Dean's Office
2127A - 2125 Main Mall Vancouver, BC, unceded Coast Salish land, Canada V6T 1Z4
Phone 604 822 8298 | Toll Free 1 877 678 CAMP
[campout\(dot\)director\(at\)ubc.ca](mailto:campout(dot)director(at)ubc.ca)
<http://www.campout.ubc.ca>