

Pearce Williams Summer Camp & Retreat Facility

Job Posting – Indigenous Support Person

Location: Pearce Williams Summer Camp & Retreat Facility, Fingal, Ontario (8009 Iona Road, Fingal)

Job Type: Seasonal Contract - Pilot Program (Ontario Trillium Foundation)

Dates: June 15, 2026 to August 29, 2026 (10 weeks of work in total)

Hours & Compensation: 36 hours per week at \$30 per hour (\$1080 per week)

Are you passionate about making a difference in your community? Pearce Williams, a trusted leader in creating impactful experiences for youth and families, is seeking an **Indigenous Support Person** to join our team for this pilot project. This role is instrumental in providing support for Indigenous campers and families; showcasing cultural activities and teachings; helping staff learning and cultural safety; and family and community engagement.

About Pearce Williams

Pearce Williams is a non-profit organization dedicated to providing life-changing summer camp and retreat experiences since 1960. With a rich history of community support and growth, we are looking for someone who shares our vision and can help us learn and grow.

Position Overview

The Indigenous Support Person (Auntie) will provide relational, cultural, and emotional support to Indigenous campers, help lead Indigenous-informed activities for all campers, and contribute to staff training in cultural safety and trauma-informed practice. Working closely with the Camp Director and in consultation with Atlohsa and other Indigenous partners, this role helps ensure Indigenous campers and families feel embraced, respected, and able to celebrate their cultural identity at camp.

Key Responsibilities

Support for Indigenous campers and families

- Build trusting, caring relationships with Indigenous campers and staff throughout their camp experience, offering one-on-one and small-group support as needed.
- Help campers and staff navigate daily camp life (activities, routines, missing home, conflict) in ways that are culturally safe and trauma-informed.

Cultural activities and teachings

- Plan and lead or co-lead Indigenous teachings and cultural activities that are appropriate to their own background and knowledge.
- Integrate these teachings alongside existing camp activities (archery, swimming, crafts, nature exploration) so that cultural learning is woven into everyday camp life.

Staff learning and cultural safety

- Offer informal coaching to staff during the summer (for example, debriefing challenging situations, suggesting more culturally safe approaches, or offering guidance about questions staff may have).
- Help identify policies, routines, or physical spaces at camp that might create barriers or discomfort for Indigenous campers, and suggest practical changes.

Family and community engagement

- Support weekly family engagement opportunities for Indigenous families (for example: open houses, family evenings, virtual or in-person check-ins), in partnership with Atlohsa and other community partners.
- Gather feedback in ways that feel safe and comfortable for families (conversation, gentle questions, story sharing) and share key themes back to the camp leadership team.

Program learning and reflection

- Offer stories, observations, and youth-centred insights to inform evaluation of the pilot (for example, noticing changes in campers' confidence, connection, or comfort).
- Help identify wise practices and lessons learned that could inform future years of Indigenous inclusion work at camp.

Qualifications: You do not need to meet every qualification below to be considered. We encourage applications from people with a range of lived and learned experience.

Lived experience and knowledge

- Indigenous ancestry and lived experience strongly preferred (First Nations, Inuit, or Métis).
- Strong connection to Indigenous culture, teachings, or community, including knowledge you are comfortable and permitted to share with children and youth.
- Experience supporting Indigenous children and youth in community, education, recreation, or healing-focused settings.

Skills and experience

- Experience building trusting relationships with youth and families, and creating spaces where they feel seen, heard, and respected.
- Understanding of Indigenous cultural safety and trauma-informed practice, or willingness to learn with support from Atlohsa and camp leadership.
- Comfort working outdoors and participating in camp life (walking on uneven ground, being near water, noise, flexible daily routines), with accommodations available as needed.
- Strong communication skills: listening with care, speaking clearly, and working through conflict with patience and respect.

Notes:

- There is the ability to stay on-site overnight during the weeks of camp.
- Transportation to camp is the responsibility of the successful applicant
- Weekly schedule to be agreed upon by camp and successful applicant.
- There is no work from June 29 to July 3, 2026 due to scheduled week off.

How to Apply

Please submit a resume and cover letter detailing your relevant experience by **June 5, 2026**, to: Joe Richards, Executive Director – joe@campisbetter.com