



General Summer Staff Expectations

Upon or prior to your arrival at Covenant Harbor, you will receive a comprehensive 2021 Summer Staff Manual which will incorporate and expand upon the following expectations. This document is intended as a preliminary measure to assist your understanding of your professional duties and expectations as an employee of Covenant Harbor. If you have questions or concerns regarding this document, please call 262-248-3600 and request to speak with a member of the Youth Ministry Team, or email summerstaff@covenantharbor.org.

Youth Ministry Goal: Love kids. Share Jesus.

General expectations for all Summer Staff:

- Cultivate a growing, healthy, and mature personal relationship with God.
- Be willing to be flexible. We make plans and prepare well in advance, but the nature of camp is that things come up unexpectedly and plans must be adjusted. We expect that you will do your best to remain flexible and be willing to shift as directed by supervisors.
- Form positive, caring, healthy, appropriate relationships with supervisors, peers, and campers. Get to know others as individuals and walk alongside them in the temporary community of camp as they determine their next right step of faith.
- Be positive and look for the best in people, situations, and camp.
- Manage risks and discern what is best for campers and for yourself.
- Take direction from supervisors and be a team player. Do not undermine the leadership of others.
- Keep yourself mentally, physically, spiritually, and emotionally healthy. Make time for rest and self-care.
- Solve your own problems to the extent that you can, and know when it is time to ask for help.
- Conduct yourself in a professional manner when interacting with parents, camper, year-round Covenant Harbor staff, and other summer staff.
- Assist with general camp tasks as assigned, which may include, but are not limited to, assisting in the food service, housekeeping, maintenance, and youth ministry departments as needed, and assisting with weekly camper check-in and check-out procedures as directed.
- Contribute to a healthy staff community. Do not participate in gossip, exclusion, willful breaching of your employment agreement, etc.
- Work well with your team. Build upon each other's strengths and assist each other when you are struggling.
- Actively supervise campers. Ensure that they are kept safe and healthy at all times.
- Perform emergency and safety procedures as required and trained.