



Alpha Program Lead

Job Description and Expectations

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The Alpha Program Lead, along with the Alpha Program Assistants, coordinates and implements the Alpha program - A discipleship and service program for students entering 10th through 12th grades. The Alpha Program Lead will develop a spiritual formation, devotional, and teaching plan for each session (9, 10 and 12 day programs). Being a positive role model, hard worker, and inclusive community builder is essential. The Alpha program is vital to the efficiency of the supporting areas of camp. The Alpha Program Lead will work with the Youth Ministry Team and other Program Leads to finalize the daily schedule and service responsibilities. Most importantly, the Alpha Program Lead will mentor, support, and care for Alpha campers, Alpha staff, and other counselors that rotate through the Alpha program.

Supervised by: Youth Ministry Coordinator

Supervises: Alpha Program Assistants

Specific Expectations

- Facilitate discussions during devotional time and create a Bible program for each session.
- Work with the Media Team to cultivate authentic worship during session times.
- Lead the Alpha Counselors and work alongside the Youth Ministry Team with developing, leading, and implementing programs, activities, projects, etc., as assigned. Adjust your programming based on the length of the session.
- Conduct mid-summer and end-of-summer conversations with other summer staff, possibly including the Alpha Program Assistants.
- Be present. Actively supervise all Alpha campers and staff, and maintain awareness of their whereabouts and condition.
- Manage your personal schedule and your program's schedule. Help develop the daily and weekly schedule with the Youth Ministry Team, Logistics Team and other year-round staff.
- Complete administrative tasks including parent welcome packets, Alpha follow up material, and more as required.
- Communicate well with parents on opening and closing days.
- Assist in training staff in Alpha-specific programming and age-appropriate counseling strategies.
- Communicate with the Youth Ministry Team about needs of the program, staff, and/or campers.
- Earn campers' respect and seek out time to spend getting to know them. Alpha staff should know every camper's name within the first 24 hours of the session.
- Manage and redirect camper and staff behavior, mediate conflict, and help guide campers to have a successful week.
- Facilitate a community in which Alpha staff and campers can build healthy relationships with one another.
- Lead a discipleship group of counselors and support staff, as directed.
- Make wise choices to keep campers physically, emotionally, and spiritually safe at all times.
- Lead peers and campers well. Be clear with communication, expectations and standards.
- Be available to assist Alpha staff with camper challenges at all hours of the day, supporting them as they care for Alpha campers and be available to them as a resource.
- Be a good steward of the program's budget, equipment, and supplies. Manage your resources wisely and responsibly.

Requirements

- Be at least 21 years old by May 20, 2022.
- Be available to live onsite at Covenant Harbor from May 20 to August 11, 2022.
- Experience and skills in leading high school students.
- Experience leading peers.
- Prior camping experience.
- Strong theological and biblical knowledge.
- Ability to pass a background check.
- Strong interpersonal, communication, organizational, and leadership skills.
- Must be able to participate in potentially strenuous physical activities.
- CPR and First Aid certifications are preferred, but not required.
- Ability and willingness to be lifeguard, high adventure and/or activity-trained preferred.

General Expectations for All Summer Staff:

- Cultivate a growing, healthy, and mature personal relationship with God.
- Be flexible. The nature of camp is that things come up unexpectedly and plans must be adjusted. 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.
- Actively supervise campers. Manage risks and discern what is best for campers and for yourself. Make wise choices to keep campers physically, emotionally, and spiritually safe at all times.
- Manage and redirect camper behavior, mediate conflict, and help guide campers to have a successful week.
- 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, campers, 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.
- Set an example for all staff and campers that is positive and above reproach.
- Work well with your team. Build upon each other's strengths and assist each other when you are struggling.
- Perform emergency and safety procedures as required and trained.