



Day Camp Program Lead Job Description and Expectations

Job Description

The Day Camp Program Lead, along with the Day Camp Program Assistants, is responsible for planning and implementing the Day Camp program with consultation from the full-time Youth Ministry Team. In addition, they will supervise the Day Camp Program Assistants and a rotating team of counselors on a weekly basis. The Day Camp program is designed specifically for campers entering 1st-3rd and 4th-6th grades and aims to also minister to parents and families through daily interactions at check-in and check-out. The Day Camp Program Lead will supervise and support the Day Camp Program Assistants as they each focus on one of the two age groups. The Day Camp program is unique from week to week to best serve the many campers who will attend multiple weeks throughout the summer. It incorporates age-appropriate games and activities, lots of time to build relationships with other campers and staff, and opportunities for campers to uniquely tailor their experience. The Day Camp Program Lead is responsible for the cohesion of the program between both age groups and overseeing the experience of campers in both age groups. Most importantly, the Day Camp Program Team, with oversight from the Youth Ministry Team, will craft an age-appropriate, engaging, and memorable Bible program focused on the foundations of the Christian faith, which will be unique to each age group and each week of the summer.

Supervised by: Children's Ministry Coordinator

Supervises: Day Camp Program Assistant and a rotating team of counselors

Specific Expectations

- Create and implement a Bible program each week that will teach biblical truth and reflect the summer theme in ways that campers can understand and remember, is cohesive between both age groups, and encourages campers in their unique next step of faith.
- Lead and supervise the Day Camp Program Assistants and a rotating team of counselors and communicate clearly with them as you offer guidance, correction, advice, and encouragement.
- Conduct mid-summer and end-of-summer conversations with other summer staff, possibly including the Day Camp Program Assistants and members of the Counseling Team.
- Work with the Media Team to develop a plan for engaging and focused sessions that will cultivate authentic worship.
- Plan games and activities that will engage campers and give them opportunities to try new things on their level.
- Adjust your programming from week to week to keep returning campers engaged.
- Manage your personal schedule and your program's schedule. Help develop the daily and weekly schedule with the Youth Ministry Team and Logistics Team.
- Complete administrative tasks and daily and weekly responsibilities in a timely manner.
- Communicate professionally with parents during check-in, check-out, and any other scheduled events. Be conscious that we are not only ministering to the campers, but also to their parents and families in the Day Camp programs.
- Help to train staff in Day Camp-specific programming and age-appropriate counseling strategies.
- Communicate with the full-time 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. Invest in first-time campers and returning campers alike.
- Manage and redirect camper and staff behavior, mediate conflict, and help guide campers to have a successful week.
- Facilitate a community in which Day Camp 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.
- Be available to assist the Day Camp Program Assistants and counselors with camper challenges. Support the Day Camp Program Assistants and the weekly counseling team as they care for campers, and be available as a resource.
- Be a good steward of the program's budget, equipment, and supplies. Manage your resources wisely and responsibly.
- Work alongside the Youth Ministry Team with developing, leading, and implementing additional program elements, activities, projects, etc., as assigned.
- Assist with running the camp store and help campers to make wise choices with their canteen money.

Requirements

- Be at least 20 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 interacting with elementary and early middle school students.
- Experience leading peers.
- Prior camping experience.
- Strong theological and biblical knowledge.
- Ability to pass a background check.
- Strong interpersonal, communication, organizational, time management, 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.