



Day Camp Program Lead

Job Description

Our summer camp vision is to love kids and share Jesus. Summer staff should have a committed and growing personal relationship with Jesus Christ. Staff are expected to be hardworking and responsible. Staff should be willing to serve in and outside of the following job description. Staff should contribute to a healthy staff community and not participate in gossip, exclusion, willful breaching of your employment agreement, etc. Staff should set an example that is positive, above reproach and looks for the best in others. Staff are expected to perform emergency and safety procedures as required and trained.

The Day Camp Program Lead, along with the Day Camp Program Assistant, is responsible for planning and implementing the Day Camp program with consultation from the Program Team. The Day Camp program is designed specifically for campers entering 1st-6th grade and aims to also minister to parents and families through daily interactions. The Day Camp Program Lead will supervise and support the Day Camp Program Assistant and a rotating team of counselors. The Day Camp Program Lead is responsible for crafting age appropriate Bible programs that are unique from week to week.

Specific Expectations

- Create and implement a unique Bible program each week that will teach biblical truth and reflect the summer theme in ways that campers can understand, remember, and engage with, is cohesive between both age groups, and encourages campers in their unique next step of faith.
- Conduct personal and professional review conversations with other summer staff.
- 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.
- Manage your personal schedule and your program's schedule. Help develop the daily and weekly program schedule.
- 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.
- Help to train staff in Day Camp-specific programming and age-appropriate counseling strategies.
- Communicate with the Program Team about needs of the program, staff, and/or campers.
- Earn campers' respect and spend time 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.
- Work with the Under 18 Team Counselor to care and encourage summer staff members under 18 years old.
- Attend First Word each morning during sessions.
- Make wise choices to keep campers and staff physically, emotionally and spiritually safe at all times.
- Be available to assist with camper challenges. Support them 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 in developing, leading, and implementing additional elements, activities, projects, etc., as assigned.
- Assist with running the camp store and help campers to make wise choices with their canteen money.
- Be able to serve in various capacities after Day Camp check-out, including but not limited to serving as an overnight Cabin Buddy and/or facilitating and supervising campers participating in late pick ups.

Requirements

- Be at least 20 years old by May 29, 2025.
- Be available to live onsite at Covenant Harbor from May 29-August 15, 2025.
- Experience and skills in interacting with elementary and early middle school students, and 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.

Supervised by: Program Team

Type of Position: Weekly starting rate of \$275 for working 9 weeks of summer camp including staff training.

Benefits: Meals and housing are included with compensation.

Time Off: Daily time off as well as 24 hours off each week. Weeks off available upon request.

