



Activity Team Lead

Job Description: At Covenant Harbor, our mission is simple: **love kids and share Jesus**. The Activities Team Lead plays an essential role in helping campers experience God's love through creative, safe, and exciting experiences. By running activity areas with excellence, staff create opportunities for campers to build confidence, try new things, and see the love of Jesus in action. We are looking for staff who have a committed and growing relationship with Jesus Christ, who are ready to serve with humility, and who want to create a fun environment where campers feel valued, safe, cared for, and encouraged to know Jesus more.

Role Overview: Activities Team Members are primarily responsible for ensuring the archery, skate park, and arts & crafts areas run smoothly, safely, and creatively for all programs. They work closely with the Activities Team Lead and Program Leads to plan and lead skill-building experiences for campers, create a fun and welcoming atmosphere, and serve as cabin buddies in the evenings to further connect with campers. In addition, the Activities Lead will supervise and support the activities team.

Specific Expectations

- Live Out the Mission: Love campers wholeheartedly and point them to Jesus through your words, actions, and daily life in and outside of camp.
- Leadership & Supervision: Supervise and mentor the activity team. Support team with camper challenges, providing guidance and solutions. Conduct personal and professional review conversations with staff as needed. Be clear with communication, expectations, and standards.
- Lead & Coach with Confidence: Learn each activity area thoroughly and help campers of all ages (K–12th grade) build skills and try new things.
- Ensure Safety & Excellence: Know and follow rules, age requirements, and safety procedures for each activity while modeling responsibility to campers.
- Be Creative & Engaging: Work with your team to make each week's activities fun, unique, and memorable, and maintain punctuality in the schedule.
- Communication & Administration: Complete administrative and reporting tasks promptly. Keep the Program Team informed about needs or concerns.
- Steward Resources Well: Care for equipment and supplies, communicating needs with the Activities Team Lead to ensure all activities are well-stocked.
- Support Campwide Fun: Assist in setting up and running "big games" and special program events.
- Support Overnight Counseling Team: Join overnight camp programs to assist the larger counseling team and deepen camper connections.
- Be able and willing: Go above and beyond even your own expectations and serve wherever is needed!

Requirements

- Be at least 18 years old by the beginning of your employment at Covenant Harbor.
- Be available to live onsite at Covenant Harbor for staff training plus all of summer camp.
- Have experience and skills with elementary, middle school, and/or high school students.
- Interest and willingness to learn activities. Prior experience in at least one of these areas is desired.
- Ability to pass a background check.
- Must be able to participate in potentially strenuous physical activities.
- CPR and First Aid certifications are preferred, but not required.

Supervised by: Program Team

Type of Position: Competitive weekly salary

Benefits: Meals and housing are included with compensation.

Time Off: Daily time off as well as 36 hours off each week. Weeks off available upon request.