

## What position should I choose?

This is a great question! Selecting the right position for yourself and selecting the right person for a position are key in the success of our ministry. Each of the areas in our summer camp ministry require integrity, dedication, and a team-player mindset. The individual positions each have their own challenges as well as rewards, and one might fit your personality better than another. We also learned that there are a handful of people who can excel at any of these – this is very special and quite valuable as matching campers, tasks, and staff members is not an easy job itself!

### Day Camp Counselor

Rewards	Challenges	Bonus
<ul style="list-style-type: none"> <li>• Build lasting friendship with campers</li> <li>• Often see the impact of your work as campers change</li> <li>• Personal relationship with parents</li> <li>• First-hand positive feedback from parents</li> </ul>	<ul style="list-style-type: none"> <li>• All-summer commitment (8 weeks)</li> <li>• Mostly younger campers (K-8<sup>th</sup> grade)</li> </ul>	<ul style="list-style-type: none"> <li>• Multiple free evenings a week</li> <li>• Me-time in the evening (recharge)</li> <li>• Free Saturday and Sunday</li> </ul>

Day Camp counselors get to really bond with their campers as many kids come for multiple weeks or the whole summer. They often see the impact of their ministry as campers show positive change in the behavior and thinking as the weeks pass. Parents notice this and are very grateful. Day Camp counselors teach daily Bible lessons and participate in a lot of fun activities. Three of the four age groups are younger, and while they need a little more “handholding”, their genuine love for Jesus and the counselors is beautiful and inspiring. This is a long commitment, but several evenings are free and allow you to have some personal time. You need to be energetic during the day, but you can retreat to your own world at night. You must be able to demonstrate a close relationship with Jesus and need to know and be able to teach the Word of God.

## Resident Camp Counselor

Rewards	Challenges	Bonus
<ul style="list-style-type: none"><li>• Deep conversations about faith and life with campers</li><li>• Intimate atmosphere</li><li>• Testimonies at Campfire</li><li>• Unique camaraderie</li><li>• Friendships with older campers</li></ul>	<ul style="list-style-type: none"><li>• Day and night commitment 6 days a week</li><li>• Jumping from one age group to another (2<sup>nd</sup>-12<sup>th</sup> grade)</li><li>• Impact is not immediately seen</li><li>• Emotionally draining</li></ul>	<ul style="list-style-type: none"><li>• Short commitment (5 weeks)</li></ul>

Resident Camp counselors regularly have deep and meaningful conversations with their campers and search for answers to some tough questions. They support the Bible teacher's work during Bible recap and devotions and participate in a lot of fun activities. As campers and counselors open up to each other during Campfire testimonies and porch time they begin to form a special friendship. They experience the whole age spectrum from 2<sup>nd</sup> to 12<sup>th</sup> grade. This is a short commitment, but counselors have minimal personal time. You need to be excellent at managing your own feelings, dealing with campers' emotional highs and lows, and handling stress with little rest in between. You must be able to demonstrate a close relationship with Jesus and need to know and share the Word of God and respond well to campers' questions and struggles.

## Program Staff

Rewards	Challenges	Bonus
<ul style="list-style-type: none"><li>• Teaching specific things you really enjoy</li><li>• Campers choose to come to you and participate in the fun activities you offer</li><li>• See campers build confidence, learn new skills, express their creativity</li></ul>	<ul style="list-style-type: none"><li>• Difficult to bond with kids as you see them for short periods of time</li><li>• Harder to bond with staff as you work at one specific location, and they only come to you when they bring campers</li></ul>	<ul style="list-style-type: none"><li>• Freedom to be creative</li><li>• You get to plan what the campers will do at your station</li><li>• Breaks during the day and in the evening</li></ul>

Program Staff specializes in one area, and they put the fun in the campers' days! They get to use their creativity and energy in creating activities, games, and projects for the campers. They work with both camp sections and the whole age spectrum from K to 12<sup>th</sup> grade. There are breaks during the day to reset. You must be good in your area of activity (adventure course, games, arts, and crafts), able to plan high quality activities and work together with the Leadership Team in scheduling your groups. You need to be intuitive and innovative with your time. Your relationship with Jesus must be evident through your actions and speech.

## Kitchen and Cleaning Crew

Rewards	Challenges	Bonus
<ul style="list-style-type: none"><li>• Close camaraderie with fellow crew members</li><li>• Kids love you because you feed them</li><li>• Extra dessert</li></ul>	<ul style="list-style-type: none"><li>• Manual work in a hot kitchen most of the day</li><li>• Hard to bond with campers and other staff</li></ul>	<ul style="list-style-type: none"><li>• Breaks during the day and in the evening</li><li>• That extra dessert...</li></ul>

Our Kitchen and Cleaning Crew is essential for our summer camp programs. Without them we could not run Resident Camp (as we could not feed the campers). They work from early in the morning into the evening but have a couple of breaks throughout the day. The kitchen is hot, and the Crew doesn't get to sit much, but the atmosphere makes up for the "heavy labor": there is always music and laughter in the kitchen. Plus, everybody loves you because you are feeding them! Your relationship with Jesus must be evident through your actions and speech.

## Office and Media Crew

Rewards	Challenges	Bonus
<ul style="list-style-type: none"><li>• You get to know everyone at least a little bit</li><li>• You create things that bring joy to others (Media)</li><li>• You lighten the load of Leadership so they can focus on the campers and staff (Office)</li></ul>	<ul style="list-style-type: none"><li>• Must be able to organize and complete tasks independently</li><li>• Difficult to bond with campers and staff on a deeper level</li></ul>	<ul style="list-style-type: none"><li>• Schedule your own time</li><li>• Use your creativity</li><li>• Breaks during the day</li></ul>

Our Office Assistant and Media Specialist gets to know everyone a little bit throughout the summer, often even parents. They each have a very specific skills set, and they get to do what they truly enjoy – all day long! Based on their task list they schedule their own day and switch between tasks independently. They get to be outside and inside, enjoy the fun, then retreat to a calmer task in the air-conditioning, depending on their assignments for the day. Your relationship with Jesus must be evident through your actions and speech.

## Lifeguards

Rewards	Challenges	Bonus
<ul style="list-style-type: none"><li>• You get to watch how happy the kids are in the water</li><li>• You keep everyone safe</li></ul>	<ul style="list-style-type: none"><li>• Must be able to stay alert for extended periods of time</li><li>• Need lifeguard certification prior to the start of Camp</li><li>• Difficult to bond with campers and staff</li></ul>	<ul style="list-style-type: none"><li>• Flexible schedule</li><li>• Plenty of personal time (also depends on the position)</li></ul>

Our lifeguards keep Camp's waterfronts safe. Most campers will say that one of their favorite activities at Camp is water-related: the pool, the waterslide, or the lake. Without our guards these most fun activities could not happen. Many campers don't get to be around a waterfront outside of Camp, so this is a real special treat for them. The schedule is flexible with ample time for breaks (also depends on whether someone is an hourly or an on-site guard). You must have your lifeguard certification by the time the summer starts and ideally some experience as well. If you are an on-site lifeguard your relationship with Jesus must be evident through your actions and speech.

## Leadership

Rewards	Challenges	Bonus
<ul style="list-style-type: none"><li>• You witness campers' and counselors' joy and growth</li><li>• You can have a positive impact on a large section of the camp population</li><li>• Strong bond with fellow leaders</li></ul>	<ul style="list-style-type: none"><li>• Must be available 24/6</li><li>• Work under constant stress and emotional overload</li><li>• Responsible for the well-being of everyone in your camp section</li></ul>	<ul style="list-style-type: none"><li>• Schedule your own break time throughout the day</li></ul>

Our Leadership Team works hard so the vision and mission of Camp can become evident in our day-to-day life. They see behind the scenes and have a great influence on the program, campers, and counselors. They support and mentor the counselors and solve problems in creative and efficient ways. If you are a leader you need to be excellent at managing your own feelings, and handling campers and counselors' emotions while working under virtually constant stress. You must be able to demonstrate a close relationship with Jesus and need to know and share the Word of God and respond well to staff members' questions and struggles.