

Glen Lake Camp and Retreat Center strives to create a Christian environment where authentic relationships are formed. Our mission is to make disciples of Jesus Christ for the transformation of the world.

We welcome every camper with adventure, community, and life in Christ. The very nature of Camp, brings us out of our comfort zones and into a life cut off from distraction, so we can experience and explore God's beautiful creation. Summer Camp brings us together with lasting friendships, strengthened through intentional life together. Together we soak in God's Holy Word to develop and grow our relationships with Christ, people, and the world. **Unique Adventures • Intentional Community • Life in Christ.**

Core Values: Love Deeply • Host Graciously • Serve Intentionally

Staff Purpose: The Crew seeks to lead and serve as a faithful part of God's work in and through the ministry of Glen Lake Camp. The counselor serves on a ministry team dedicated and committed to a team approach to the ministry entrusted to us.

Job Summary: The Crew is the support team that helps to run the day-to-day programs of camp. The Crew is responsible for planning, teaching, coordinating, and carrying out activities and guiding campers in a variety of activities as well as supporting the Counselors, ELI, Volunteers, and Lead Staff. The Crew Staff position is a service role and will be required to serve in many different areas of camp.

Crew Staff will not be in cabins, unless needed. Crew Staff will stay together in a lodge.

Duties: (Include by not limited to)

- Assists in the direction, supervision, and organization of campers within activities and throughout the camp in order to meet the intended camper outcomes.
- Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth.
- Be aware of and implement safety guidelines.
- Participate in the implementation of program activities for campers within the mission and outcomes..
- Actively participate in all program areas as assigned.
- Provide for the progression of activities within the framework of individual and group interest and abilities.
- Assist in program areas such as waterfront, nature, zipline, rock wall, archery, all camp activities, and arts and crafts as directed.
- Be available to assist out dining hall team with serving and clean up.
- Cabin/Camp Cleaning.
- Each Crew Staffer, in addition to normal activities, will have a specialized role at camp. These include lifeguard, zipline facilitator, camp store manager, photographer, videographer, camper mail, etc... assigned during training.
- Serve in program areas, service areas, and safety areas.
- Maintain high standards of health and safety in all activities for campers and staff.
- Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs needed promptly to the Program Coordinator.
- Be a role model to campers and staff in your attitude and behavior.
- Follow and uphold all safety and security rules and procedures.
- Set a good example to campers and others in regard to general camp procedures and practices including sanitation, schedule, and sportsmanship.

- Participate enthusiastically in all camp activities, planning, and leading those as assigned.
- Participate as a member of the camp staff team to deliver and supervise evening programs, special events, overnights, and other all-camp activities and camp functions.

Required Qualifications:

- Must be a High School Graduate by the time training begins.
- An active and growing faith in Jesus Christ, with a heart for ministry and a passion for serving others.
- Integrity and consistent work ethic.
- A team-oriented servant attitude and the ability to relate well with others.
- Interpersonal communication and organizational skills.
- The ability to handle conflict in a respectful and professional manner.
- Desire and ability to work with children and adults OUTDOORS.

Physical Aspects of the Position:

- Ability to communicate and work with groups participating and provide necessary instruction to campers and staff.
- Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Ability to observe staff behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
- Physical ability to respond appropriately to situations requiring first aid.
- Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.

Additional Physical Requirements

Some physical requirements of a counselor could be endurance including standing, some bending, stooping, and stretching. Requires eye-hand coordination and manual dexterity to manipulate program equipment and program activities. Requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs. Willingness to live in a camp setting and work irregular hours delivering program in the facility available. Operate with daily exposure to the sun and heat and varying weather conditions.

Reports to: Crew Leads

The Crew will adhere to the principles of confidentiality concerning the business of this ministry.

These are not the only responsibilities assigned to this position. Other responsibilities may be assigned and the above list may be altered.