



## Work Crew Volunteer: Multiple Volunteer Positions

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### **Vision:**

People of all ages may experience community, restoration, and physical and spiritual growth in a Christian camping and retreat environment. People at camp build meaningful connections, foster existing relationships, and create new friendships. People at camp feel refreshed, rejuvenated, rested, and reconnected. People at camp acquire leadership skills, participate in physical activities, and receive teaching to grow in their Christian journey.

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### **Purpose:**

The Work Crew Volunteer is responsible for providing general operational and programming support to Camp Harmattan as assigned by the Summer Camp Manager. Work Crew allows participants to gain valuable work experience and leadership skills while preparing for future camp ministry positions.

**Department:** Program Department

### **Core Responsibilities:**

#### **Programming and Activity Preparation and Facilitation:**

- Help prepare stage sets, costuming, or other creative elements for ministry programming.
- Set-up and help supervise age-appropriate programming and activities, including games, crafts, and outdoor adventures.
- Work with other staff members to ensure a cohesive camp experience.

#### **General Camp Support and Service:**

- Assist camp operations with general team tasks including, but not limited to the following:
  - Food Services and Hospitality: general food preparation, serving meals, dishwashing, tuck retailing, and serving other hospitality provisions in the ice cream shop and coffee cabin.

- Site Maintenance and Logistics: cabin cleaning and general post-camp cleaning, laundry assistance, set-up and tear down, and general site and facility tidying, clean-up, and cleaning.
- Campground: guest tours, campsite retailing, site navigation assistance, and hauling firewood.
- General: provide event and programming assistance, as necessary.

**Safety and Health:**

- Adhere to camp policies and procedures regarding health, safety, and emergency responses.

**Communication:**

- Maintain open lines of communication with the Summer Camp Manager, work crew colleagues, campers, seasonal camp staff, and senior leadership.
- As appropriate, provide feedback on camper and staff experiences and suggest improvements to camp programming.

**Team Collaboration:**

- Work collaboratively with fellow Work Crew Volunteers, general camp staff, and volunteers to support camp objectives.
- Attend training sessions, staff meetings, and team-building initiatives, as required.

**Camper Supervision:**

- When assigned, provide backup assistance to Cabin Leaders and Assistant/Student Cabin Leaders to assist with the oversight of the daily activities and welfare of a cabin of campers (typically Grade 1-12).
- Establish a positive and inclusive cabin environment that encourages camper participation and connection.

**Expected Qualifications and Attributes:**

- Must be a committed Christian with a strong personal faith and understanding of Biblical teachings that align with the Church of the Nazarene’s “Statement of Belief”. The Work Crew Volunteer must also agree to abide by the Association’s policies, procedures, and expectations.
- The minimum age for this position is 14 years old or going into grade nine by the start of summer camp.
- Exceptional Team and Leadership Skills:
  - A self-initiator who possesses a friendly, approachable, professional demeanour and a positive, team-oriented attitude.
  - Strong leadership, interpersonal, and communication skills.

- Ability to multi-task and adapt to changing priorities.
- Ability to handle diverse situations with grace and patience.
- Demonstrated ability to handle sensitive, challenging, and/or confidential situations respectfully and compassionately.
- Ability to troubleshoot and problem-solve general issues and determine what requires escalation to leadership.
- Good health, stamina, and ability to participate in light physical labour.
- Background check clearance (both criminal and vulnerable sector checks) are required for individuals over the age of eighteen.

**Working Conditions, Expectations and Requirements:**

- The average volunteer hours for the Work Crew Volunteer will be full days while at camp (generally July or July and August) to ensure coverage for camp operations at all times. June volunteer hours will generally be part-time for training sessions, team-building, support for external bookings, and day camp.
- Time off requests that fall on scheduled volunteer working days must be submitted to the Summer Camp Manager for consideration and/or approval by June 1, 2025.
- Willingness to fulfill responsibilities on evenings, weekends, and statutory holidays, as required.
- Willingness to actively engage in other duties as required to fulfill Camp Harmattan’s vision and mission.

**Accountability and Reporting:**

- The Work Crew Volunteer reports directly to the Summer Camp Manager.
- An end-of-season exit interview will be conducted with the Summer Camp Manager.

**General Benefits and Standards of Practice:**

- Room and board provided during scheduled camp days, with a schedule to be predetermined before the start of camp.
- Opportunity for personal and spiritual growth.
- Experience volunteering in a supportive and mission-driven environment and gain valuable work experience.

**Application Process:**

- Interested candidates should submit an online application complete with references at [www.campharmattan.com](http://www.campharmattan.com) by March 21, 2025.