



Volunteer Work Crew: Multiple Volunteer Positions

Vision:

People of all ages may experience community, restoration, and physical and spiritual growth in a Christian camping and retreat environment. These ends will be achieved in a manner that justifies the resources invested. Accordingly, and in order of priority: people at camp, especially children, are introduced to Jesus and His teachings; people at camp build meaningful connections, foster existing relationships, and create new friendships; people at camp feel refreshed, rejuvenated, rested, and reconnected; and people at camp acquire leadership skills, participate in physical activities, and receive teaching to grow in their Christian journey.

Purpose:

The Volunteer Work Crew is responsible to provide general operational support to Camp Harmattan for a variety of daily functions during kids and youth camps. Work Crew may also provide general programming and other daily activity support, fostering a sense of community, and guiding campers in their faith journey while ensuring their well-being, safety, and that campers have a fun camp experience. Work Crew volunteers may also serve as backup support for Assistant/Student Cabin Leaders by providing a safe, fun, caring, and spiritually enriching environment for campers.

Department: Program Department

Core Responsibilities:

General Camp Support and Service:

- Assist camp operations for the duration of most of camp days with general work crew 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, site-wide custodial support, washroom checks and cleaning, laundry assistance, set-up and tear down, and general site and facility tidying, clean-up, and cleaning.

- General: provide programming, special projects, and event assistance, as necessary.

Camper Supervision:

- Assist with the oversight of the daily activities and welfare of assigned campers (typically Grade 1-12).
- Establish a positive and inclusive camp environment that encourages camper participation and connection.

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 and volunteers to ensure a cohesive camp experience.

Spiritual Guidance:

- Facilitate discussions on faith-related topics and encourage campers to explore their relationship with God.
- Model Christian values through words and actions, providing a living example of faith in practice.

Chapel and Campfire Participation:

- When requested, be open to participating in chapel and campfire creative presentations, worship and actions presentations, sharing testimonies, and presenting announcements, according to comfort levels and personal development goals.

Safety and Health:

- Maintain a safe and clean cabin and camp environment and report any issues to the Cabin Leader, Program Leader, and/or senior leadership.
- Complete training for and adhere to all camp policies and procedures regarding health, safety, and emergency responses.

Conflict Resolution:

- Foster teamwork and camaraderie among campers.

Communication:

- Maintain open lines of communication with the Program Leader, seasonal camp staff, other work crew volunteers, campers, and senior leadership.

- As appropriate, provide feedback on camper and volunteer experiences and suggest improvements to camp programming.

Team Collaboration:

- Work collaboratively with fellow Work Crew volunteers, Assistant/Student Cabin Leaders, Cabin Leaders, general camp staff, and volunteers to support camp objectives.
- Attend training sessions, staff and volunteer meetings, and team-building initiatives, as required.

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 Assistant/Student Cabin Leader 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.
 - Teachable attitude and ability and willingness to respond to direction and apply it to personal work practices.
 - 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 week for the Volunteer Work Crew will vary depending on the length of summer kids and youth camps, with overnight camps generally running from three nights to six nights. Time commitment while at camp is intensive to ensure sufficient supervision of campers and completion of all camp operational functions.
- Volunteer time commitment in May and June may be required for training sessions and Work Crew team building.

Accountability and Reporting:

- The Volunteer Work Crew reports directly to the Program Leader and, in the case of the absence of the Program Leader, the General Operations Director.