



JOB TITLE	Activities Staff		
REPORTS TO (title)	Activities Staff Manager		
DEPARTMENT NAME	Eagle Lake Camps		
DATE CREATED/UPDATED	2/9/2023	PAY GRADE	(assigned by HR)

PRIMARY PURPOSE

Activity Staff shall serve Eagle Lake Camps and fulfill the responsibilities listed below in the spirit of The Navigators' calling, values, and purpose: To advance the Gospel of Jesus and His Kingdom into the nations through spiritual generations of laborers living and discipling among the lost.

This position is responsible for working with campers ages 12-17, engaging them with enthusiasm in high-adventure excursions and activities (including mountain biking, rock climbing, hiking, ropes course, camping out etc). While not directly overseeing the same group of campers each day, Activities staff look for opportunities to encourage campers to grow physically, spiritually, emotionally and relationally as they engage in exciting outdoor experiences.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- **40% Excursion Leader** – Safely lead campers and staff each day in different outdoor excursions such as mountain biking, rock climbing, hiking, camping/backpacking etc.
- **20% Camper Physical and Mental Growth** - While not serving as their counselor, Activity staff have the unique opportunity to encourage campers as they engage with physically and mentally challenging activities.
- **10% Camper Discipleship Opportunities** – Consistently seek opportunities to minister to and encourage campers in their relationship with the Lord through discipleship opportunities
- **10% Staff Bible Study** – Prepare throughout the week and come ready for an in-depth discussion in staff Bible study.
- **10% Co-Counseling** - Sleeping in a cabin with another Eagle Lake staff member and up to 6 campers each night to assist in providing an exceptional overnight camper experience.
- **Adaptability/Flexibility**- While the primary role of an Activity staff member is to work with various campers between the ages of 12-17, there may be days at camp where additional help through Eagle Lake’s overnight property. A willingness to be adaptable and flexible to working in different areas on occasion is required.
- **Teamwork** – Responsible to assist in the advancement of all Eagle Lake Camps’ programs as needed

MINIMUM QUALIFICATIONS AND EXPERIENCE

- Belief in and adherence to the Statement of Faith and Mission of The Navigators.

- Experience working with children ages 12-17
- Average Experience in outdoor activities such as hiking, biking, climbing, kayaking, ropes course, camping and backpacking with extensive experience in at least one of the previously mentioned activities.
- Be able to carry camping equipment and lead campers as they set up tents and cook meals on trail
- Ability to take initiative
- Passionate about sharing the Gospel with others
- Commitment to Eagle Lake Purpose, Core Values, and Brand Promise
- Willingness to abide by Eagle Lake Relational Covenant
- **Servant-hearted** – desire to serve in any capacity (support or counselor related) required to help accomplish the goals of Eagle Lake
- **Teachable** – capable of being taught; apt and willing to learn and grow
- **Team-ability** – a team player who understands nothing worth accomplishing can be done alone
- **Adaptable** – able to adjust behavior and actions according to what the situation requires. Innovate based on new or unexpected conditions and modify plans or expectations.
- **Driven** – a desire to grow and push oneself to be better; willingness to take risks; frequently seek out fresh achievements
- **Resilient** – able to bounce back from stress quickly and not become easily discouraged. An understanding that failure is part of the process and furthermore a basis for learning and growth.
- **Humble** – a willing learner with self-awareness, proactively seeking other’s input and feedback.
- **Curious** – exploring the unknown and questioning the status quo in pursuit of better, more effective solutions
- **Emotional Strength** – positive attitude, high empathy, and emotional control in stressful situations

Measurable Accountabilities (KPI’s)

Camper Bible Study	Counselors are prepared for Camper Bible study and the study is engaging for campers. Send home Bible study handouts with each camper every week listing a positive thing that camper did and how they grew that week.
Camper Discipleship	Submit at least two DISCO reports weekly.
Enthusiasm	Meet campers with enthusiasm every day. Lose to campers at least twice in gaga ball or Nuke ‘em per week.
Spiritual Development	Counselors are prepared for and meaningfully contribute to their staff Bible study .
Camper Excursions	Ensure every camper is able to participate he/she signs up for. Attend at least 2 excursions/week with campers.

