



<b>JOB TITLE</b>	<b>Overnight Crew Counselor</b>		
REPORTS TO (title)	Overnight Crew Program Manager		
DEPARTMENT NAME	Eagle Lake Camps		
DATE CREATED/UPDATED	12/13/2022	PAY GRADE	(assigned by HR)

## PRIMARY PURPOSE

The Overnight Crew Counselor shall serve the 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.

The purpose of Crew at Overnight is to develop the character of youth and help them deepen their relationship with Christ through 5 weeks of discipleship, community, and leadership opportunities. The 4 pillars of Crew are: Character Development, Personal Discipleship, Community and Service

## ESSENTIAL DUTIES AND RESPONSIBILITIES

- 40% Operational Management
  - Crew is the backbone of camp. Camp will not function without the crew staff and campers. Your role is to ensure that all the operational roles are functioning to the best of their ability and as efficient as they can be.
  - These roles include the 5 work crews: Kitchen, Hospitality, Outdoor, Store and Activities. As a PC you will be responsible for directly overseeing one - two of these work crews
  - Character Development is the biggest goal of Crew, work crews are a huge part of this. Doing the background work and the non flattering jobs and having fun while doing it is imperative to the crew program
- 30% Discipleship
  - You will be responsible for preparing for and leading a bible study of 4-5 of your crew staff
  - You will be responsible for meeting with them all individually on a weekly basis in effort to help them continue to grow spiritually and personally. You will also be responsible for making an individualized discipleship plan for each person you meet with.
- 20% Fun/Be Present
  - Be involved in work crews, play games, take them to the store, etc.
  - Don't be too busy that you don't get to know some campers on a personal level
- 10% Staff Bible Study
  - Prepare for and be able to meaningfully contribute to your staff bible study

- **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.
- Commitment to Eagle Lake Purpose, Core Values, and Brand Promise
- Experience disciplining another person
- Ability to take initiative and fill in where needed
- Willingness to abide by Eagle Lake Relational Covenant
- **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 others’ 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 Bible study and the study is engaging for campers
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
Spiritual Development	Counselors are prepared for and meaningfully contribute to staff Bible study
Work Crew Execution	Arrive on time for all work shifts and meetings