



Camp Albemarle Challenge Team Job Description

Direct Supervisor: Challenge Coordinator

Other Supervisors: Leadership Team and the Director of Summer Camp Ministries

Purpose of Position:

Are you ready to take campers to new heights and guide them through some of the most exciting challenges of the summer? As a member of the Challenge Team, you'll be at the forefront of adventure, leading activities that get hearts racing and spirits soaring!

Your role will include facilitating a variety of high-energy elements such as tree climbing, conquering the alpine tower, flying through the air on the giant swing, testing aim in archery, and gearing up for some friendly competition with archery tag and slingshots. With a rotating schedule, every day brings a new opportunity to mix it up and deliver thrilling experiences for campers.

Join the Challenge Team and be a key player in creating moments of courage, teamwork, and unforgettable fun this summer! If you're passionate about the outdoors, love a good adrenaline rush, and want to inspire campers to reach new heights, this is the perfect role for you.

Prerequisites:

1. Poses spiritual maturity, taking initiative to personally grow, and encourage others to grow in their relationship with Jesus Christ.
2. Must fully embrace and align with Camp Albemarle's mission and values.
3. Conduct him/herself behaviorally in a manner that is above reproach, realizing that the greatest potential for ministry is achieved through the witness of Christ-like individuals.

Qualifications:

1. Must be graduating high school, age equivalent or older.
2. Must be or be able to become certified in first aid and CPR.
3. Must be able to be trained and obtain Camp Albemarle's Site-Specific Challenge Certification (Mandatory training provided by camp over a weekend, dates will be on summer staff website)
4. Must have the ability to interact with all age levels.
5. Must pass a pre-employment drug test and be subject to random drug tests throughout employment.
6. Enjoyment and appreciation of the outdoors.
7. Strong interpersonal skills to be able to communicate in a positive manner with campers and staff.
8. Interest in children and significant evidence of emotional maturity, good moral character, judgement, integrity, and leadership capability.
9. Must be able to pass a background check.



Responsibilities:

1. Attend trainings and weekly staff meetings.
2. Plans, leads, and implements camp programs for children.
3. Provides high-quality educational and recreational opportunities and enjoyable experiences for camp participants.
4. Supervises campers and ensures their safety, development, growth, skill achievement, and general well-being.
5. Serve Meals
6. Be our parking staff during check-in and check-out
7. Maintains a schedule for camp participants.
8. Facilitates activities for daily activities.
9. Organizes and leads various small and large group activities.
10. Ensures the cleanliness of the site including the bathhouse, the staff lounge, and hallway of the lodge.
11. Assists in maintaining accurate program records, including incident reports, logbook documentation, and daily attendance.
12. Knows and understands all emergency procedures associated with the camp program.
13. Knows, enforces, and follows all camp safety regulations and emergency procedures
14. Maintains constant surveillance of the pool/body of water areas. (when applicable)
15. Perform all other duties and roles assigned by the Challenge Coordinator, The Leadership Staff, and the Director of Summer Camp Ministries.

Specific Duties:

1. **Attend trainings and weekly staff meetings:**
 - Participate in initial and ongoing training to understand safety protocols, equipment handling, and facilitation techniques for all high challenge activities.
 - Engage in weekly meetings to share feedback, learn about upcoming events, and stay updated on camp guidelines.
2. **Plan, lead, and implement camp programs for children:**
 - Facilitate high challenge activities such as tree climbing, alpine tower, giant swing, archery, archery tag, and slingshots.
 - Create an encouraging environment that promotes teamwork, confidence-building, and overcoming personal challenges.
3. **Provide high-quality educational and recreational opportunities and enjoyable experiences for camp participants:**
 - Use activities to teach important life skills such as problem-solving, resilience, and spiritual connections to overcoming challenges.
 - Adapt activities to meet the needs of different age groups, ensuring every camper has a rewarding experience.
4. **Supervise campers and ensure their safety, development, growth, skill achievement, and general well-being:**
 - Monitor campers closely during high challenge activities, ensuring they are following safety guidelines.
 - Be proactive in addressing any concerns, providing support and guidance to campers.
5. **Serve Meals:**



- Ensure that campers are served efficiently and that special dietary needs are accommodated.
 - Encourage campers to try new foods and maintain a positive dining atmosphere.
- 6. Be parking Staff during Check-in and Check-out:**
- Direct traffic flow to ensure a safe and organized parking experience for arriving and departing families.
 - Maintain a friendly and welcoming demeanor, providing directions and answering any questions families may have.
 - Communicate with other staff to ensure smooth coordination and efficiency during peak times.
- 7. Maintain a schedule for camp participants:**
- Follow the daily schedule and facilitate activity rotations, ensuring each group has adequate time at the challenge elements.
 - Coordinate with other camp staff to keep the program running smoothly and on time.
- 8. Facilitate activities for daily programs:**
- Lead a variety of high challenge elements, ensuring campers are safely secured and fully understand the activity.
 - Guide campers through each challenge, providing encouragement and helping them build confidence.
- 9. Organize and lead various small and large group activities:**
- Plan group challenges that incorporate teamwork, problem-solving, and fun.
 - Create an inclusive environment where campers of all skill levels can participate and succeed.
- 10. Ensure the cleanliness of the site, including the bathhouse, staff lounge, and hallway of the lodge:**
- Perform regular cleaning duties such as sweeping, mopping, taking out trash, and restocking supplies in assigned areas.
 - Keep the bathhouse clean and sanitary, including showers, toilets, and sinks.
 - Maintain a tidy staff lounge by organizing common areas and ensuring cleanliness is upheld.
 - Regularly inspect the hallway of the lodge to keep it free of clutter and ensure a welcoming environment for campers and staff.
- 11. Assist in maintaining accurate program records, including incident reports, logbook documentation, and daily attendance:**
- Document any incidents or equipment issues immediately and notify the Challenge Coordinator or leadership staff.
 - Keep accurate records of camper attendance and activity participation.
- 12. Know and understand all emergency procedures associated with the camp program:**
- Be fully prepared to handle emergencies on the challenge course, including rescues and first aid.
 - Participate in regular emergency drills and understand the procedures for all high challenge elements.
- 13. Know, enforce, and follow all camp safety regulations and emergency procedures:**
- Consistently enforce safety rules and ensure campers are wearing appropriate gear.



- Model safe behavior and encourage campers to respect the safety guidelines.
- 14. Maintain constant surveillance of the pool/body of water areas (when applicable):**
 - If assigned to an activity near water, stay vigilant and aware of campers' safety in those areas.
 - Coordinate with the Lifeguard Team to ensure a safe environment during combined activities.
- 15. Perform all other duties and roles assigned by the Program Team Coordinator, The Leadership Staff, and the Director of Summer Camp Ministries:**
 - Be flexible and willing to assist with other camp duties as needed, supporting the overall success of the summer program.
 - Take initiative in other responsibilities, maintaining a positive attitude and commitment to the camp's mission.

Benefits:

1. Personal and Spiritual Growth

Working at Camp Albemarle provides opportunities to grow in faith, character, and leadership. Staff members are challenged to deepen their relationship with Christ and learn how to live out your faith daily.

2. Leadership and Job Skills

Staff members gain valuable skills such as communication, problem-solving, teamwork, and conflict resolution. These experiences help build a strong work ethic and boost resumes for future careers.

3. Mentorship and Lifelong Friendships

Camp offers a unique community where staff form close bonds with each other and with campers. Mentorship from camp leaders and lifelong friendships are some of the most cherished takeaways.

4. Making a Lasting Impact

Staff members get the chance to make a real difference in campers' lives by sharing God's love, encouraging others, and creating unforgettable memories.

5. Fun and Adventure

Camp life is full of exciting activities like sailing, climbing, archery, and other outdoor adventures, allowing staff to enjoy the beauty of God's creation while working.

6. Room and Board Provided

For summer staff, housing and meals are covered, allowing you to focus on camp's ministry without worrying about living expenses.

7. Pay

While working at camp isn't just about the money, staff do receive pay, helping support you financially while you serve.

Relationships:

The Challenge Team has regular interactions with kitchen staff, program staff, the summer leadership team, counselors, administrative and maintenance staff. It is helpful to identify the expectations of those relationships and communicate effectively with these groups of staff members.

Equipment Used:



The Challenge Team may be asked to use fire-protection equipment, washers and dryers, dishwashers, and program equipment. They may be asked to drive camp vehicles or watercraft.

Knowledge, Skills, and Abilities:

1. Understand the development needs of young people.
2. Possess the ability to relate to youth and adults in a positive manner.
3. Demonstrate knowledge and skill in program areas and designated camp program areas.

Physical & Interpersonal Aspects of the Job:

1. Ability to communicate and work with groups participating and provide necessary instruction to campers and staff.
2. Ability to observe camper behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
3. Ability to observe staff behavior, assess appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate management techniques.
4. Visual and auditory ability to identify and respond to environmental and other hazards in the program vicinity.
5. Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency and possess strength and endurance required to maintain constant supervision of campers.

Some physical requirements could be: endurance, including prolonged standing, some bending, stooping, walking long distances, hiking, climbing, and stretching; requires eye-hand coordination and manual dexterity to manipulate outdoor equipment and camp activities; requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs and the ability to lift up to 50 pounds; willing to live in a camp setting and work irregular hours with limited or simple equipment and facilities; and with daily exposure to the sun, heat, and animals such as bugs, snakes, and such.