Camp Albemarle
Alby Anchors Job Description

Direct Supervisor: Staff Growth Coordinator

Other Supervisors: Leadership Team and Director of Summer Camp Ministries

Purpose of Position:
Are you ready to step up, lead, and make a lasting impact this summer? Our Alby Anchors Program (formerly CIT program) is an exciting volunteer opportunity for those who want to dive into the world of summer camp, grow as leaders, and help create life-changing experiences for others.

The Alby Anchors program is a three-week commitment that begins with an action-packed week of training. During this time, you'll learn essential skills for becoming an amazing part of camp staff, including how to build a strong community, foster resilience, encourage independence, and enduring faith. You'll gain hands-on experience in a variety of staff roles and learn what it takes to lead with confidence.

After the first week, you'll put your training into action as you team up with both our Day Adventure and Overnight Camp Staff. You'll shadow experienced counselors, assist with family groups and cabins, work with the program leaders, help with the maintenance team, learn the ropes of how the kitchen operates, and jump into a variety of camp activities. Whether you're serving meals, leading songs at vespers, helping with camp-wide games, or guiding devotions, you'll be right in the heart of the action—bringing energy and fun to every part of camp!

This program isn't just about learning—it's about having an unforgettable summer, growing in your faith, and making friends that will last a lifetime. If you're up for the challenge, ready to serve, and excited to be part of something bigger, the Alby Anchors program is the place to be!

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 in high school as a rising 11th or 12th grader or age equivalent.
2. Completion of Camp Albemarle's LIT program is preferred but not required.
3. Must commit to a full three-week session

4. Must have the ability to interact with all age levels.
5. Enjoyment and appreciation of the outdoors.
6. Strong interpersonal skills to be able to communicate in a positive manner with campers and staff.
7. Interest in children and significant evidence of emotional maturity, good moral character, judgement, integrity, and leadership capability.
8. Must agree to participate and learn all aspects of being a camp staff member

Responsibilities:

1. Attend training and weekly staff meetings when serving.
2. Help lead and participate in group devotion times, activity debriefs, and praise and worship.
3. Serve Meals
4. Greet Cars during Check-in
5. Help manage camper behavior.
6. Practice and enforce all camp safety regulations and emergency procedures.
7. Participate in and assist in “all-camp” and large group activities.
8. Abide by all camp policies.
9. Assist campers and staff when assigned to a family group.
10. Serve in all areas of camp, including helping in the kitchen, assisting with maintenance and landscaping, guiding program activities, and other behind the scenes camp needs
11. Perform all other duties and roles assigned by the Staff Growth Coordinator, other Leadership Team Members, and the Director of Summer Camp Ministries.

Specific Responsibilities:

1. **Attend training and weekly staff meetings when serving:**
    - Participate actively in training sessions, learning skills in camper care, leadership, and camp operations.
    - Attend weekly staff meetings to review goals, share experiences, and stay updated on camp activities and policies.
2. **Help lead and participate in group devotion times, activity debriefs, and praise and worship:**
    - Assist in preparing devotion topics and leading discussions to encourage campers' spiritual growth.
    - Take part in activity debriefs, helping campers reflect on their experiences and what they’ve learned.
    - Contribute to praise and worship sessions, whether through singing, playing instruments, or guiding worship activities.
3. **Serve Meals:**
    - Help set up, serve, and clean up after meals, ensuring that all campers receive their food.

- Encourage positive behavior during mealtime, such as table manners and gratitude.

4. **Greet Cars during check-in:**
    - Welcome campers and their families with a friendly and enthusiastic attitude as they arrive.
    - Help create a positive first impression of the camp by being warm, helpful, and approachable.
5. **Help manage camper behavior:**
    - Support counselors in guiding campers to follow camp rules and expectations.
    - Use positive reinforcement and conflict resolution techniques to maintain a safe and fun environment.
6. **Practice and enforce all camp safety regulations and emergency procedures:**
    - Be aware of all safety protocols and ensure campers understand and follow them during activities.
    - Assist in emergency drills and be ready to respond appropriately in the event of an actual emergency.
7. **Participate in and assist in "all-camp" and large group activities:**
    - Help set up, facilitate, and clean up after camp-wide games, events, and themed activities.
    - Engage with campers during activities to foster fun and inclusion for everyone.
8. **Abide by all camp policies:**
    - Follow the camp's code of conduct, dress code, and behavioral expectations.
    - Model positive behavior reflecting the camp's values and mission in all interactions.
9. **Assist campers and staff when assigned to a family group:**
    - Support the family group counselor in daily routines, activities, and devotions.
    - Be available to help campers with tasks, answer questions, and address their needs.

10**. Serve in all areas of camp, including helping in the kitchen, assisting with maintenance and landscaping, guiding program activities, and other behind the scenes camp needs:**

- Support all areas of camp operations
- Be a willing participant even in the less glamorous areas of service

11**. Perform all other duties and roles assigned by the Staff Growth Coordinator, other Leadership Team Members, and the Director of Summer Camp Ministries:**

- Take on additional tasks as needed, demonstrating flexibility and a willingness to help in various areas of camp.
- Approach each assignment with a positive attitude, understanding that all roles contribute to the camp's success.

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

Relationships:

CITs have 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.

Knowledge, Skills, and Abilities:

1. Possess the ability to relate to youth and adults in a positive manner.
2. 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 and assess its appropriateness.
3. Ability to observe staff behavior and assess appropriateness.
4. Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
5. Physical ability to respond appropriately to situations requiring first aid. Must be able to assist staff in an emergency and possess strength and endurance.

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.