



Job Guidelines & Volunteer Expectations

Society Staff

We are excited to have you volunteer as a staff member at the Florida College Alabama Summer Camp. This is work we are passionate about, and we are excited to have others join us who want to help us connect these campers with their God. This job is EXHAUSTING if it's done right, and to try and be upfront about the expectations, we would like for you to read through the expectations for our volunteers, especially the descriptions of what is involved in the role you are volunteering for. Let us know if you have any questions or need something clarified. Otherwise, if you can agree to this list of responsibilities, we are excited to consider you for a role in the staff.

General Guidelines:

- We all love camp, not only for what it provides for the campers but because it provides us a week of escape also. We love these kids. We love God. We get the same worship they get. Treat the week as a privilege, realizing that it is a special week. Any complaints need to be brought to the director in a private conversation so that the problem can be resolved. Any gossiping will not be tolerated. Camp is a time to find the good, not focus on the bad.
- Any conflict between staff needs to be handled quickly, privately, and as adults operating with an assumption of good intentions by both parties. Any conflict between staff and campers must involve the assistant directors.
- Participate in all religious activities with spirit and truth. Engage in worship. The kids are watching.
- Participate in Bible classes. Work with your assigned Bible study leader as helpers.
- Do not use your mobile phone except when needed. Camp is not a time for social media (unless you are posting about what an awesome week you're having at camp!). Camp is not a time for your job at home, unless it cannot be avoided, and if this is the case, excuse yourself away during a time when you are unscheduled so that you are not working in front of the campers or make arrangements to have your duties covered by another counselor. If an emergency arises and you need assistance, contact the assistant directors. If you are staff at camp, you are expected to be "on vacation" so that you will not be tied up at camp. This is true from the moment you arrive at camp until you leave.
- Be where you are supposed to be at all times. Free time for staff is attempted, but remember that we are there to work. This camp is all about the campers, and our role is to sacrifice ourselves for their good. If there are needs (like sickness, headaches, etc.)

that will interfere with you being where you are supposed to be, please see a nurse before not meeting your responsibilities. Do not leave your other staff without their needed support.

- In the spirit of being there for the campers, you need to be with the kids. This includes eating with the kids, sitting with the kids during worship, jumping in and playing games with the kids. This does not mean we should take over their time or make things awkward, but the campers love when the adults jump in the gaga ball pit and play a game. It's a few moments for you, but it makes a lifetime of difference for these campers.
- Learn as many names of as many campers as possible. There is nothing sweeter to the ears of these kids than hearing their name and feeling accepted.
- Help with mealtimes. This means being quiet (and encouraging quiet) if announcements are being made. Engage in conversation with the kids, asking them questions, getting them talking at meals. Help distribute food if you're asked. Help with the meal clean up (preparing dishes for clean up properly). Meal times are a great time for these kids to learn about responsibility and maturity by watching the way you act.

Society Staff:

One of the ways FCAL camp seeks to mimic the culture of Florida College and create excitement among the campers is to engage in society activities. This will begin on Sunday night of camp and continue throughout the week. There will be twenty-four society leaders at camp (four for each society split between the junior and senior campers). All society staff will also be counselors.

- Organize and distribute rules and information about games and activities, with the goal of getting all of the campers involved. We will try to have all games and rules distributed before camp, and even have precamp meetings before camp to learn the rules and ask questions so we can spend less time in meetings and more time having fun!
- The goal of the society leader is to get every camper engaged. This does not mean every camper has to participate in every event, but we will try and offer a variety of activities that campers of every interest will have something in which they are participating.
- Encourage good sportsmanship. These games are an opportunity to help these campers learn what it means to "think of others more highly than yourselves."
- Engage with enthusiasm. Be the biggest cheerleader for your society. Work to strategize and create a plan for winning and creating spirit.
- Remember that competition is only fun if everyone is having fun. When competition turns ugly, or creates heated moments, it robs from the campers. There will be some of this expected (i.e., a missed call, something seems unfair, etc.), but the goal of the society leader is to keep things fun and moving. Do not get caught up in accusations, complaining, or berating the refs. The campers will feed off your lead.
- Create a culture of camper leadership. If some campers are better at sports, get their help engaging the other campers and making decisions during the games. If some campers would rather cheer, let them organize the cheering. Pay attention to the skill sets of each camper and put the natural leaders in charge.

- If someone wants to play, they are to be allowed to play just as much as the campers who is “good.” The campers notice when a society does this, and it frustrates them when they feel they are being shunned because someone is better than them. Of course we want to win, but we have to win while giving all who want to play an opportunity.
- Know some cheers for your society and help the campers learn them. All cheers should be positive and none should be insulting to other societies. We want the environment of the camp to be competitive, but positive.