



## Summer Staff Overview

The following information is vital for anyone interested in ministering at Hickory Cove Bible Camp whether you are available for one week or the entire summer. **Please read through this information carefully before filling out the application.** And once again, let us encourage you to pray fervently about your desire to be at camp this summer.

There are two primary categories of summer staff positions available at Hickory Cove. All of our summer staff positions can be filled by either of these categories if they are qualified for the position. We will begin by describing the two categories and then give a brief description of each position we have available this summer.

We are glad to work with any school to provide supervision for a staff member wanting to work on an internship during their summer ministry at camp.

## Summer Staff Categories

**Full-Time Summer Staff-** Our full-time summer staff commits to serve at camp for three or more weeks during the summer. These staff members are the back-bone of our summer staff. These folks set the tone for the other staff members that are coming in-and-out throughout the summer.

**Training-** Our full-time staff is required to attend a week of training the first year they minister at camp. Full-time returning staff is required to attend the last half of staff training week each year they are at camp as full time staff.

**Compensation-** These staff members have the option of raising missionary support for their work at camp. Raising support is accomplished by providing Hickory Cove with twenty-five or more names of people who you would like to give the opportunity of supporting your ministry for the summer. We will send a letter of introduction and request to your donors on your behalf. In addition we will send a letter to our complete mailing list on behalf of our entire summer staff. All funds that are received on your behalf will go directly to you through our payroll system or they can go directly to you if the donor does not wish to receive a receipt. All donations received on behalf of the entire summer staff will be distributed on an equal basis depending on their duration of service, at the end of the camp season. Full-time summer staff is provided with room and board for the duration of their ministry at Hickory Cove for the benefit of the ministry.

**Volunteer Summer Staff-** The volunteer summer staff can serve for one or more weeks during the summer. These staff members are a vital part of the ministry by providing fresh energy and excitement throughout the summer.

**Training-** Our volunteer staff are required to attend a training session especially designed to prepare them for their ministry at Hickory Cove. These training sessions will be scheduled throughout the spring with churches sending five or more staff members as well

as at camp. Check the web site for training sessions. These training sessions are required every year to update and refresh our staff on why we are at camp and how we do things. All staff are required to schedule a time to come to camp for a tour prior to their time of service if they have never been to camp before.

**Compensation:** These staff will be provided room and board during their stay at camp as a benefit to the camp.

**All staff members are required to be at camp by 1:00 p.m. on Sunday of the camp session for an important staff rally unless very special circumstances arise. Please make these arrangements prior to agreeing to serve.**

## Summer Staff Position Descriptions

**General Staff Qualifications:** The following are some general summer staff qualifications that all of our staff will be required to meet to be considered for a staff position. Our desire is to create a close family atmosphere of unity in the body of Christ (I Cor. 12:12). While each staff member will obviously have different gifts to offer the ministry of Hickory Cove Bible Camp, it is vitally important to the accomplishment of our mission that we maintain this unity:

- Is a confessing Christian committed to serve the Lord at Hickory Cove Bible Camp.
- Have a sincere love for the Lord and a desire to see campers come to know and grow in Him.
- Be in agreement with the camp mission statement, goals, policies and doctrinal statement.
- Be eager to learn, love campers, and show a consistent walk with God.
- Be flexible and able to work with campers and other staff members in a team environment.
- Understand and be committed to the mission of Hickory Cove Bible Camp (reaching and teaching youth for life in Christ)
- Have a servant spirit and attitude (Phil. 2:5-8).
- Have a Biblical perspective of authority (Romans 13:1-5)

## Positions Available

The following position descriptions are intended to give a brief explanation of the position; it is not intended to be a complete job description. A complete job description is available upon request and will be given if the individual applying for a position is accepted.

**Senior Counselor:** Senior Counselors will be responsible for the overall care of the campers in their charge and the supervision of the Junior Counselors ministering with them.

### **Special Qualifications:**

- Must be 18 years or older.
- Must have successfully completed Hickory Cove staff training or equivalent training.
- Have a deep love and concern for the well-being of children.
- Have leadership experience with young people.
- Have demonstrated an ability to communicate basic Christian truth in understandable ways with youth and children.

**Junior Counselor:** Our Junior Counselors are here to support the Senior Counselors in the care and discipleship of the campers. They work under the direct supervision and authority of the Senior Counselor with a view to gaining the experience necessary to progress to Senior Counselor.

**Special Qualifications:**

- Must be at least 16 years of age and at least two years older than the minors with whom they are working.
- Must have successfully completed Hickory Cove staff training or equivalent training.
- Have a deep love and concern for the well-being of children.
- Have a desire to gain leadership experience with young people.
- Have a desire to learn management and team work skills.
- Have demonstrated an ability to communicate basic Christian truth in understandable ways with youth and children.

**Technology & Media Specialist:** Technology & Media Specialists minister at camp by providing services in the areas of audio visual assistance during chapel time, photography, updating material on the camp web site, preparation of slide show for end-of-camp presentation, etc. Responsibilities will vary depending on the individual's level of experience with the equipment.

**Special Qualifications:**

- Must be at least 16 years of age.
- Experience with websites and a wide variety of computer programs preferable.
- Able to operate a digital camera.
- Basic knowledge of computers and accessory components.

**Cook:** The Cook is responsible for assisting the Food Service Manager in the preparation and clean-up of all meals during that camp session. The Cook is directly responsible to the Food Service Manager of Hickory Cove.

**Special Qualifications:**

- Must be at least 18 years old.
- Have experience cooking in an institutional kitchen preferred.
- Have experience with industrial kitchen equipment
- Have a deep desire to serve and minister through food service.

**Kitchen Assistant:** Kitchen Assistants are responsible to assist in all aspects of meal preparation, serving, and clean-up during that camp session. They are responsible to the Food Service Manager for their session of camp.

**Special Qualifications:**

- Must be 14 years or older.
- Previous kitchen experience preferred.

**Program Specialists:** Program Specialists are those individuals who have special qualifications and/or certifications in a specific skilled activity area that we offer at Hickory Cove. These areas include but are not limited to swimming, canoeing, archery, crafts, Life Guarding, low ropes, music, boat driving, athletics, game facilitation, etc.

**Special Qualifications:**

- Lifeguards must have current certifications and be at least 16 years old.

- Must have certification and/or verifiable experience in activity area.
- Must be at least 18 years old to lead in activity areas.

**Health Care:** The Health Care staff members will work with the Health Care Manager to provide first aid and medical care for both staff and campers.

**Special Qualifications:**

- Must be certified in one of the following areas:
  - Doctor
  - Registered Nurse
  - LPN
  - Paramedic
  - EMT
  - First Aid
- Must hold a current CPR certificate.
- Must be at least 21 years of age or older.

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