



lives changed...forever!

Position

Staff Care Personnel

JOY expectations:

- To provide a personal example that is Christ honoring and experiences for guests ... children, youth, families and retreat groups that will further our motto of 'lives changed...forever'
- To invite people into an authentic relationship with Christ
- To provide programs that embrace fun, relationship building, service to others, respectfulness and Re "Creation"
- To provide services that are within approved budgets, comply with all legal, safety and health requirements, ensure others are treated in a respectful manner and that people, serving in subordinate roles are treated equitably and have access to conflict resolution when required.

Reports to:

Executive Director

Primary Role:

To guide the spiritual growth of the junior staff members, to be a spiritual support to the junior staff

Major responsibilities be they supervision/planning or everyday duties to be fulfilled

Including but not limited to the following responsibilities:

- Work in a team with other staff care personnel
- Live in dorm-style accommodations with junior staff. You will be enforcing boundaries and curfews, reinforcing expectations etc. with the summer staff.
- Organize junior staff programming such as staff chapels, devotions and staff events.
- One on one spiritual mentoring time with junior staff
- Coordinate and assist senior staff (especially recreational program coordinator) as they plan and participate in curriculum, small groups, and events.
- Coordinate with senior staff as they organize changeover teams and schedules. Lead a changeover cleaning team.
- Assisting other senior staff in development and provision of special events, during unexpected challenges, etc.
- Family camp: Develop and provide programs for children's ministry during chapel times at Family Camp.

- Family camp: Develop and provide curriculum, devotions, thought provoking topics of discussion to guide participants in teen's ministry into a deeper understanding of the Bible and their own relationship with God.
- Communicate with each camp director and family camp host, to share prayer requests with and from the summer staff as well as praise reports.

Working Conditions:

- Provision of accommodation and meals

Remediation process:

If a conflict relating to operational matters, attitude and/or conduct, should arise, every staff person must approach their immediate supervisor with the concern. If not settled at this first stage it will proceed through succeeding levels of responsibility until resolved. The final determination, if not reached earlier, will be the sole responsibility of the Executive Director.

Specific measurable personal goals for current year

For the year 2018 all employees and staff are asked to embrace the following goals as we adjust for the future.

- In a spirit of servant leadership and humility I commit to the following:
 - I will honour and support those who lead me
 - I will honour and support those who are working alongside me and
 - I will honour and support all whom I have been called to lead.
- In a spirit of servant leadership and humility, I commit to approaching people (within my sphere at JOY), if I may have caused conflict, undue concern or personal hurt. My desire is to address and attempt to heal any conflicts arising through my failure do all I could to abide by JOY's policies and to honour those noted previously. Matters not addressed will indicate a failure to achieve my personal goal during my commitment with JOY.