



Job Guidelines & Volunteer Expectations

Bible Study Leaders

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.

Bible Study Leaders:

The Bible study leaders are instrumental in the focus of the camp. The whole reason we do this camp is draw campers closer to God through the course of the week. This happens through worship, but also through connecting the kids to the Scriptures in smaller group settings. There will be one Bible study leader in each cabin/lodge. The Bible study leaders will also be counselors.

- The Bible study leader is responsible for all five lessons being taught. They can choose to teach all five or share that responsibility with the other staff assigned to their class. The other staff can also be assigned activities to run (along with time limits) or can be assigned evening devotional times.
- The goal is to engage the campers in the study, not to force staff to push their own limits. If a staff member is not comfortable with an assignment, that should be decided before camp begins. If they want to step outside their comfort zone, the bible study leader should find a way to make that happen.
- The Bible study leader is to attend two online meetings with the director and bible material author before camp. This meeting is designed to help them learn the material, but also to contribute and hear ideas about how to best teach the material. These meetings will be recorded in case they cannot be attended live.
- The Bible study leader will be responsible for engaging all of the campers in their cabin. This means cabins will be managing 20+ campers and the lodges will be managing 30+ campers. This will mean that less talking and more activity/break-out groups will be helpful. Each cabin/lodge has porches that can be used to do these break-out groups.
- The Bible class time will be a full hour (10:45-11:45) each day. The Bible classes should be kept to the time frame to keep things running smoothly.
- The Bible class leader is responsible for keeping things on task. Do not let a camper take over the class with confessions and/or arguments. The goal is to engage every camper.

- Bible study booklets will be provided. These booklets are not designed to be used as workbooks during Bible study (unless there is an activity that lends itself to that format). They are designed to be keepsakes and reminders to the campers of what was studied. Our goal is for the kids to “remember that year when we studied...” We want the campers’ memories to be on the right and most important part of camp.
- There is no money allotted for Bible study. If there are supplies needed, unless otherwise stated, they must be paid for by the staff using them. If you need an exception to this rule, get approval from the director before making the purchase.