



**The Salvation Army
Golden State Division
CAMP REDWOOD GLEN**

POSITION: Program Team: Farm Lead / Naturalist
SUPERVISOR: Assistant Program Director
DEPARTMENT: Camp Redwood Glen
STATUS: Summer Camp

THE SALVATION ARMY MISSION STATEMENT:

The Salvation Army, an international movement, is an evangelical part of the universal Christian church. Its message is based on the Bible. Its ministry is motivated by the love of God. Its mission is to preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.

OVERVIEW:

The farm and the Nature Center are spaces at camp for campers to interact with farm animals and critters found in the creek where they can learn how to be good stewards to all living creatures. The objective of the Farm Lead / Naturalist is to create an engaging interactive space in the Nature Center and at the Farm that encourages creativity, investigation, and learning. They are responsible for establishing and teaching campers about animal life, creation, and maintaining a safe, enjoyable, and educational program on nature and ecology.

DUTIES INCLUDE BUT ARE NOT LIMITED TO:

- Plan and implement elective classes and free time activities that will enhance a camper's understanding of the natural world, small farm animals (goats, chickens, bunnies, etc), gardening, and stewardship of the environment all as a tool for the understanding of God as Creator.
- Teach and orient staff on the rules and practices of the Nature Center (when operational) and the Farm.
- Create a "guided discovery" hike. Train staff to lead the hike and how to set up the trail. Be available to lead the hike as needed in support of the camp schedule.
- Be available to lead sunrise hikes as needed in support of the camp schedule.
- Complete care of wildlife caught on camp grounds, using such opportunities for additional camper learning.
- Feed and care for all animals in the Nature Center and at the Farm.
- Plan for the care of the animals when camp is not in session.
- Write age-appropriate lessons that encourage hands-on learning.
- Prepare interesting, creative, and educational nature exhibits for campers.
- Actively participate in all evening programs.
- Assist with leading camp songs and participate in all evening campfires as directed.
- Responsible for overseeing the cleanliness and neatness of the Farm by maintaining good organization of program supplies and feed and ensuring that materials are handled and stored properly.
- Ensure that materials are not wasted or misused and returned when borrowed.
- Responsible for preparing the Farm and outdoor areas prior to the program start time (electives, AIR time, free time areas, etc.).
- Conduct inventory prior to the first day of camp: maintain inventory for equipment and supply needs, turn in requests to Assistant Program Director(s), in a timely fashion.

- Conduct an inventory at the close of camp: provide camp administration with a list of equipment to assist in purchasing supplies for the following summer.
- Provide a safe environment for campers and staff to experience the Farm by maintaining a high standard of safety, and developing rules for conduct.
- Supervise free time activity areas as assigned.
- Evaluate the current summer program area and make suggestions for the following summer.
- Assist with the opening and closing day procedures as requested by Assistant Camp Director.
- Assume responsibility for supervision and instruction for Salvation Army Programs (badge classes and Music/art classes) as assigned by the program schedule.
- Report general property maintenance issues to the Facilities Manager or Maintenance Crew Chief.
- Spend time with, befriend, and interact with all Cabin Leaders and campers to foster a quality camping experience in accordance with the stated goals of The Salvation Army's camping program.
- Actively participate in the spiritual formation of campers and staff.
- Be an appropriate and effective example for both campers and staff members, exhibiting Christ-like conduct, concern, and service.
- Report any suspected child abuse issues to the Assistant Camp Director immediately and take necessary actions to report it properly.
- Any other duties as assigned by your supervisor.

All staff may be called upon at any time to assist in the total operation of the camp. You are expected to join in all evening programs; absences are excused only through the Assistant Camp Director.

QUALIFICATIONS:

- Must be at least 18 years of age.
 - Must have interest, knowledge, and skills in farming, animal husbandry, natural science, and ecology.
 - Prefer educational background in the area of Natural Science and Ecology
 - Must understand the importance of enforcing safety guidelines with all participants.
 - Must be of good health and have the ability to take campers and staff on hikes throughout the area.
 - Must have the ability to teach others, particularly young children (8-18 years old).
 - Experience working with animals.
 - Experience in Outdoor Education preferred.
 - Must have current CPR/First Aid/AED certification.
 - Must be of good moral character.
 - Must have a personal and growing relationship with the Lord.
 - Preferred previous camping experience either as a camper or as a staff member.
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PHYSICAL REQUIREMENTS:

Ability to sit, walk, stand, bend, squat, climb, kneel, and twist on an intermittent or sometimes continuous basis. Ability to grasp, push and pull objects and tools. Ability to lift up to 25 lbs.

Qualified individuals must be able to perform the essential duties of the position with or without accommodation. A qualified person with a disability may request a modification or adjustment to the job or work environment to meet the physical requirements of the position. The Salvation Army would attempt to satisfy requests if the accommodation needed is reasonable and no undue hardship would result.

ESSENTIAL FUNCTIONS:

This job description should also identify the essential functions of the job, including any physical, cognitive, visual, auditory, and other abilities essential to fulfilling the job.

Acknowledgment of Religious Purposes of The Salvation Army

The employee acknowledges that he/she has been informed and understands The Salvation Army's religious purpose and status as a church. The employee agrees that he/she shall do nothing to his/her relationship with The Salvation Army as an employee to undermine its religious mission. The employee agrees and understands that his/her services are a necessary part of The Army's religious purposes, and his/her work-related conduct must not conflict with, interfere with, or undermine such religious programs or The Army's religious purpose.

At Will Employment Statement

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless an authorized executive of this organization specifically acknowledges such change in writing.

Equal Employment Opportunity Employer: Minorities/Women/Veterans/Individuals with Disabilities.

Print Name: _____

Signature: _____

Assistant Camp Director Signature: _____

Date: _____