



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

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**POSITION:** Program Team: Target Sports Lead  
**SUPERVISOR:** Assistant Program Director  
**DEPARTMENT:** Camp Redwood Glen  
**STATUS:** Summer Camp

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**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 objective of the Target Sports Lead is to plan and implement a safe program to teach campers the basics of all things target sports, including but not limited to; archery, slingshot, and pellet gun activities. The Target Sports Lead will choose the appropriate equipment for each camper, maintain a clean range, high standard of safety, and will create and establish an engaging interactive space that encourages creativity, investigation, and learning, to establish and administer a safe, enjoyable program.

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**DUTIES INCLUDE BUT ARE NOT LIMITED TO:**

- Plan, organize, and lead interesting and meaningful programs for all campers and staff that are in line with the program goals.
- Provide opportunities for campers to learn about and increase their knowledge in target sports and the natural world.
- Work alongside counselors and other program staff to teach new games and songs.
- Actively participate in all evening programs.
- Assist with leading camp songs and participate in all evening campfires as directed.
- Responsible for overseeing cleanliness and neatness of all target sport program areas. By maintaining good organization of program supplies, and ensuring that materials are handled and stored properly.
- Ensure that materials are not wasted or misused and returned when borrowed.
- Responsible for preparing target sports 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).
- 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.
- Maintain a high standard of safety, developing rules for conduct in assigned program areas.
  - Conduct a daily check of equipment in program areas, as needed, checking for safety and equipment to be in good repair.
  - Report pre-use inspections.
- Keep records of participants' progress; helping them progress from beginner to advanced levels.
- Supervise free time activity areas, such as archery, slingshot, pool, nature walks, etc. 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.
- Safely facilitate target sports for older Discovery Camp units utilizing Camp Redwood Glen's values.
- Assist OAC Staff in safely facilitating target sport ranges for OAC teenagers, while utilizing Camp Redwood Glen's values.
- Assist in keeping the pellet gun, archery, and slingshot ranges clear of debris, branches, poison oak, and other potential hazards. Fill out Target Sport maintenance forms for needed repairs and alert Assistant Camp Director, Facilities Manager, or Maintenance Crew Chief.
- Utilize the pellet gun, archery, and slingshot ranges as a program resource for Program Staff and Cabin Leaders.
- 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.**

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#### **QUALIFICATIONS:**

- Must be at least 18 years of age.
  - Must have interest, knowledge, and skills in archery, pellet guns, and slingshots.
  - 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).
  - Must have basic certification from N.A.A. or equivalent.
  - Experience working on challenge courses and facilitating team building events preferred.
  - Must have current CPR/First Aid/AED certification.
  - Preferred certification in Lifeguarding but not required.
  - 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.*

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**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.

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**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:** \_\_\_\_\_