

## JOB DESCRIPTION

<b>Position Title:</b>	<b>KidsGames 1-6th Color Captain</b>
<b>Position Reports to:</b>	<b>1st–6th Grade Coordinator</b>
<b>Department:</b>	<b>KidsGames</b>
<b>Schedule (may vary):</b>	<b>Time Commitment (Seasonal)</b> <ul style="list-style-type: none"> <li>• <b>May - June 15:</b> As-needed preparation, training, and team meetings.</li> <li>• In the weeks leading up to camp (May 15–June 12), you are expected to assist with camp preparation. If school is still in session, accommodations can be made; however, you are required to be available for at least one on-site prep day, onboarding, and volunteer training during this period.</li> <li>• <b>June 15 - July 10:</b> 30 hours a week</li> </ul>
<b>Rate/Salary:</b>	<b>Seasonal Non-Exempt Hourly \$17</b>

### General Description

The **Color Captain** serves as a key youth leadership role within the 1st–6th Grade KidsGames program. Working in partnership with the 1st–6th Grade Coordinator, Color Captains provide direct leadership, care, and spiritual encouragement to Small Group Guides and campers throughout the four weeks of KidsGames.

Each Color Captain oversees **one color team** made up of approximately **16 youth Small Group Guides** and **8–12 campers per group**, serving either **1st–3rd Grade or 4th–6th Grade campers**. Color Captains help ensure that their team is organized, supported, and fully prepared each day—creating a fun, safe, and faith-filled environment where campers feel known and valued.

This role blends leadership responsibility with relational ministry, giving youth leaders hands-on experience in discipleship, teamwork, and servant leadership. The ideal Color Captain is a committed follower of Jesus who enjoys leading peers, caring for younger children, and serving as a positive role model.

## **Specific Duties and Responsibilities**

The 1-6th Color Captain primary duties and responsibilities include:

### **Volunteer Recruitment & Development**

- Lead approximately 16 Student Group Guides (SGGs), building strong relationships and offering ongoing encouragement, mentorship, and guidance.
- Assist with volunteer recruitment prior to and during KidsGames.
- Communicate consistently with your volunteers before and during KidsGames, sharing updates, reminders, and prayer support.
- Model Christ-centered leadership—serving with humility, joy, and integrity while setting the tone for your group during daily huddles.
- Encourage SGGs to take ownership of their groups, creating meaningful connections with campers and leading with care and confidence.
- Be a positive influence—shaping the spiritual and personal growth of both SGGs and campers through your example in service, faith, and teamwork.
- Be a part of the training sessions, ensuring all 1-6th Volunteers SGG are trained and know what they will be doing in each area, as well as set clear expectations in the weeks leading up to camp.
- Develop intentional relationships with your volunteers, investing in their growth as servant-leaders.
- Identify youth who show leadership potential and affirm their growth, helping connect them to future service opportunities within KidsGames or church ministry.

### **Daily Operations**

- Respond promptly and kindly to questions or concerns from parents, volunteers, and campers, always reflecting professionalism and grace.
- Arrive prepared each morning to lead your color group, ensuring smooth check-in, rotations, and transitions.
- Check in with Group Guides throughout the day to offer support, troubleshoot issues, and ensure smooth transitions between rotations.
- Monitor attendance, engagement, and safety, ensuring that each camper under your care is accounted for and cared for during the day.

- Ensure smooth end-of-day debriefs, including gathering feedback and celebrating wins with your team.

## **Operations & Logistics**

- Prepare and distribute necessary supplies for your SGG each week.
- Keep an organized record of materials and let your coordinator know.
- Conduct an inventory of all items at the end of each camp week.
- In the weeks leading up to camp (May 15–June 12), you are expected to assist with camp preparation. If school is still in session, accommodations can be made; however, you are required to be available for at least one on-site prep day during this period.
- Help ensure that shared spaces are kept clean, organized, and ready for use each day.

## **Communication & Care**

- Respond to questions and concerns from parents, leaders, and youth in a professional, respectful, and kind manner.
- Ensure all SGG are contacted before the week they are volunteering.
- Foster a caring, Christ-centered environment where every child and volunteer feels seen, supported, and valued.
- Communicate effectively with all levels of volunteers, staff, and families to maintain clarity and connection.

## **Team Involvement Expectations**

**The ideal candidate will demonstrate consistent commitment to the KidsGames team by:**

- Attending all scheduled team meetings.
- Working on-site at least once a week during the six weeks leading up to camp.
- Being available to serve all four weeks of KidsGames (or at least two full weeks if job sharing).
- Participating in all volunteer training sessions.
- Meeting all assigned deadlines and maintaining weekly communication with their line manager.
- Joining all scheduled team lunches and dinners to foster team connection and unity.

## **Other Duties**

- Assist with additional tasks and responsibilities as requested by the Camp Manager to support the overall mission and daily operations of KidsGames.

## **Knowledge/Skills Required for the Job**

- Proficient in computer applications including Google Workspace, Microsoft Word, and Excel.
- Demonstrates strong organizational and time-management skills, with the ability to prioritize and meet deadlines.
- Exhibits excellent written and verbal communication skills.
- Fosters teamwork, unity, and collaboration across all areas of ministry.
- Displays ownership and accountability in fulfilling responsibilities.
- Handles challenging situations and stressful moments with grace, composure, and effectiveness.
- Works well with individuals and committees to accomplish shared goals.
- Comfortable interacting and collaborating with staff, volunteers, and leadership at all levels.
- Thrives in a fast-paced, fun, and dynamic camp environment, balancing multiple tasks efficiently.
- Demonstrates a heart for service, hospitality, and community building.
- Committed to excellence, stewardship, and integrity in all areas of responsibility.
- A heart for ministry and prior experience serving in a Christian or church environment. (preferred)
- Experience engaging with youth and children, helping them grow in faith and community. (preferred)

## **Minimum Requirements**

- Demonstrated ability to work collaboratively and effectively within a team-oriented environment.
- Proven capacity to maintain confidentiality and handle sensitive information with discretion and professionalism.
- Strong ability to lead, motivate, and support volunteers with clarity and care.
- Dependable, proactive communicator who follows through on commitments and keeps team members informed.

## **Physical Requirements**

- Ability to stand and walk for extended periods of time throughout the day.
- Comfortable working on a computer for data entry, communication, and administrative tasks.
- Capable of using a telephone for both inbound and outbound communication.
- Ability to lift, carry, and move items up to 20 pounds (Preferred)