

# SERVICE OPPORTUNITIES

Service is part of the 4.12 Leadership Training Program, and we believe it is an opportunity for students to use their gifts, grow as leaders, engage in Christian community with other staff, and most importantly glorify God. Below is information pertaining to students when they serve onsite (please reference the student commitment statement for specific program service requirements).

## SERVING WEEKENDS

Almost every weekend, guest groups or Joy El programmed events use Joy El's facilities. Students are called upon to help in setting up, serving and cleaning up in the kitchen and dining hall areas. For some Joy El programmed events, students also have the opportunity to serve as counselors (in addition to summer weeks). These weekends are great ministry opportunities and chances to connect with other students.

The dining staff lead (DSL) assigned to that weekend may ask you to work. S/he may call or email you, or you may reach out to request an opportunity to serve. We do not receive final counts from the guest groups until one week before their retreat so sometimes the manager will be asking you to work the upcoming weekend, and occasionally we need to decrease our team (asking a student to not come in after all) if the numbers come in smaller than contracted. Applying does not obligate you to work whenever you are called but we would appreciate flexibility.

Mid-week service – occasionally we will host guest groups or banquets onsite during the week. Students are welcome to serve during the week if their schedule allows and with permission from a parent/guardian.

We greatly value the ways our students serve onsite. At the same time, we also want to ensure they have regular opportunities to rest, spend time with family, and stay connected to their local church amidst their busy schedules. To help support this balance, we have a few guidelines for working more than one weekend in a row. Students may serve on two consecutive weekends, but they may not serve both Sundays back-to-back. If serving two weekends in a row, one of those weekends must include Sunday off. Our Dining Staff Leads are aware of this guideline and will help ensure it is followed. The purpose of this guideline is to encourage students not only to serve faithfully, but also to prioritize healthy rhythms of rest, family time, and worship.

Pay: Students in their third through fifth year of the program will receive hourly pay of \$7.50 an hour when serving weekends and mid-week events mentioned above. *\*Although our new policy is that third through fifth year students receive pay, this year (2025-26) second year students will be grandfathered into receiving pay.* First year students may serve as volunteers.

## SERVING DURING SUMMER

During the summer students have the opportunity to serve in various roles during the summer camp season. These roles can include kitchen server, junior counselor, media assistant, or activity assistant (please reference the health form for job description details). Students will be given a sign-up form at their January Leadership Training weekend to request their two required weeks of summer service (may request more than the required two weeks). Students will then receive a commitment letter that will confirm if the weeks they have requested are available. The summer weeks will be confirmed on a "first-come-first-served" basis. Once a week is full, it will no longer be available for signup. However, please know that if camper registrations increase this may also increase our staff needs (possibly causing a week that is considered full to open back up). Updates will be sent up until the deadline to keep students and parents/guardians in the loop about which weeks are still available.

Pay: Students who have finished their third or fourth level or are a lower-level junior will receive \$200 for every full week of summer they serve.

### **VOLUNTEER WORKDAYS**

During the spring, Joy El hosts workdays to help prepare the facility for summer camp! These Saturdays are opportunities for students along with their families and mentors to volunteer together. More information will be announced closer to the time and dates can be found on the current 4.12 Calendar.

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### **GUIDELINES FOR 4.12 STUDENTS HELPING SERVE ONSITE**

- When serving students will be expected to wear uniforms (please reference the appearance guidelines on the program guidelines document).
- You will need to bring your own bedding or sleeping bag (for a single bed).
- Students will need to leave cell phones at home or turn them in to staff. Phones that are turned in will be kept locked in a secure location and returned to the student at the end of their service.
- In the kitchen the curfew and quiet hours are 10 PM to 6:30 AM. You are to be in your room with the lights out during that time. Kitchen staff stay in staff rooms behind the kitchen when staying overnight.
- Junior counselors will go to bed and get up according to the program schedule and stay with campers in the cabin with a paired senior counselor.
- The guys are not to be in the girls' rooms and the girls are not to be in the guys' rooms. You may fellowship together in the lounge beside the kitchen.
- When you commit to a week or weekend, please be considerate and stick to that commitment. This is very important.
- You must fulfill the expectations of the 4.12 program. Failure to meet the expressed expectations may mean you are ineligible to serve. The focus of the program is developing a love for God and becoming more like Him. God is more interested in your being, than in your doing.

When serving in an hourly paid position, students will be provided with a timecard to help track their hours. Preference will be given to those students who are available for the entire weekend.

If you or your parent/guardian(s) have any questions, please contact Rachel Shively (Director of the 4.12 Leadership Training Program) at 717-369-4539 or [rachel@joyel.org](mailto:rachel@joyel.org).

**You will not be paid until you have submitted the appropriate tax forms and identification information to the 4.12 department.** If you need new copies of the form, please e-mail Rachel Shively (Director of the 4.12 Leadership Training Program) at [rachel@joyel.org](mailto:rachel@joyel.org). For first year students, they will receive more information about how to complete these items if they are accepted into the program.