



# FLETCHER ACADEMY

A Ministry of FAI

## Overview of Role

<b><u>Position:</u></b>	Swim Instructor	<b><u>Department:</u></b>	LPC Aquatics
<b><u>Class:</u></b>	Part-Time	<b><u>Wage:</u></b>	DOE
<b><u>Status:</u></b>	Hourly Non-Exempt	<b><u>Reports to:</u></b>	Director of LPC & Aquatics Coordinator
<b><u>Notes:</u></b>		<b><u>Revised:</u></b>	02/09/2021

### Our Mission:

We are a community of believers operating Adventist schools, ministries, and businesses in harmony to educate youth to have a transforming influence on the world as disciples of Christ.

### Our Vision:

To graduate students with the highest standard of intellectual and moral culture and thus be the leading sustainable Adventist educational model and resource for Christian leaders.

#### **Why:**

- The Lelia Patterson Fitness & Aquatics Center is a place to “Move with Purpose” where members, guests, and employees can experience a community that is focused on helping people live how God designed. The Aquatics Center is a central part of this community, offering a family-friendly, clean, safe place to enjoy time in the water for exercise, play, therapy, sport, or learning under qualified supervision. Simply put, our desire is for the pools and the people of the department to represent a compelling and unique part of the larger health ministry and mission of the Lelia Patterson Fitness Center, a place to make friendships, pursue personal fitness and wellness goals, or even be part of a person’s life – a “third place” beyond home and work in which to spend time.
- The Lelia Patterson Fitness & Aquatics Center is a vital part of the Fletcher Academy campus, which features an integrated work-study program as an essential component of its curriculum. Students work nearly everywhere on our campus, building practical skills and developing a strong work ethic as they are trained and mentored by caring, knowledgeable, patient, and kind supervisors who help to prepare each student on their teams for a Life with Purpose.

#### **How:**

- **This role serves** to help patrons of varying ages, skill levels, and body types overcome fear and gain confidence in the water by demonstrating and coaching them to apply proper swimming techniques for exercise, relaxation, therapeutic benefits, sport, or water safety.
- **Cares** for each patron by respectfully and patiently helping them develop their skills as a swimmer.
- **Identifies and engages** patrons who desire to develop their own comfort with aquatic environments and swimming techniques for themselves or family members and proactively refers them for swim lessons as desired. This enables them to serve as an important part of the LPC's Mission.
- **Shows maturity** by showing due care and taking initiative in emergency situations to respond with good judgement.
- **Creates** and maintains a safe place where opportunities to connect, learn, grow, exercise, and relax are abundantly available and present a valuable experience for patrons.
- **Stores** equipment properly to help maintain organization and safety.
- **Demonstrates commitment to task** by diligently following up and encouraging patrons to continue swim lessons to reinforce skills being learned.
- **Executes** emergency procedures quickly and safely if required.
- **Communicates** routinely with Leaders regarding issues affecting areas of responsibility, and presents new projects and ideas related to this role.
- **Pursues** personal continuing education (including in-person and online learning, etc.) to stay current on topic of expertise.
- **Assists** with other projects and tasks as assigned.

#### **What (Qualifications):**

- Must be able to demonstrate competence in swim techniques, floating, etc. for a variety of ages and body types.
- Effectively communicates both verbally and written (required to be fluent in English; bi-lingual is a plus, but not required).
- Lifting requirements < 50 lbs.
- May sit, stand, walk, swim, or perform manual physical labor of varying intensity for extended periods.
- May require stooping, bending, standing, crouching, and a moderate - high level of physical dexterity with moderate - high level of physical exertion.
- May work a flexible schedule, including some evenings, weekends, early mornings, etc. and be available to provide schedule coverage on behalf of team members when possible.
- Must have a sincerely expressed desire to serve Christ, demonstrated by living and promoting the values thereof, and a willingness to be part of a dynamic, diverse team serving in a drug/alcohol/tobacco-free campus workplace environment.

#### **Who:**

- Reports to the Director of the LPC and/or the Aquatics Coordinator.

#### **Expectations:**

- The mission drives everything we do; students and patrons are central to that.
- We collaborate with team members to put the best of the organization first.
- We are supportive of others and open to their ideas.
- We focus on God and work towards unity.
- We take responsibility and initiative in a timely fashion.
- We thank volunteers and donors at every opportunity.
- We bring our best effort, no excuses.
- We operate with grace, flexibility, respect, professionalism, excitement, and energy.
- We identify and fill unmet needs.
- We communicate, regularly talking in person or calling team members.

**Acceptance of Role, Mission, & Vision:**

\_\_\_\_\_ (Initial) *The above is intended to describe the general nature of the work to be performed, and is not to be construed as an exhaustive list of all responsibilities, duties, or skills required.*

\_\_\_\_\_ (Initial) *I have received, read, and understand this role as described, and the expectations above.*

\_\_\_\_\_ (Initial) *I understand the mission and vision of Fletcher Academy, Inc. Ministries, and accept this role as part of a Community on a Mission.*

\_\_\_\_\_  
Employee's Printed Name

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Leadership Representative

\_\_\_\_\_  
Date Reviewed and Accepted