

EXSEL Fellowship

General Information & Expectations

EXPERIENCE. SERVE. LEAD.



EXSEL
DISCIPLESHIP PROGRAM

What is the White Sulphur Springs (WSS) EXSEL Fellowship?

Who will be Considered? Ideal candidates for the EXSEL Fellowship program could come from several sources or backgrounds, such as:

- Completion of the EXSEL Discipleship Program as an Intern (or currently enrolled as an EXSEL Intern)
- Completion of a bachelor's or master's degree
- Strong prior work or ministry background with skills and experiences directly relevant to ministry at WSS (e.g. horses, youth ministry, outdoor adventure activity experience, hospitality, etc.)
- Completion of another camping or ministry internship program

Term of Participation EXSEL Fellows serve a similar term as the EXSEL Interns – late August through early August, about 11.5 months.

Outlays and Compensations Unlike our Internship, there is no cost to fellows to participate in the Fellowship. Fellows receive room and board at White Sulphur Springs. From arrival until transition to Senior Staff during the summer, they receive a monthly stipend of \$185. While on Summer Staff (June through the first week in August), contingent on the position for which they are selected, Fellows receive a stipend in the range of \$1,500-\$2,000.

What does an EXSEL Fellow do? EXSEL Fellows fill an intermediary, supervisory role between the WSS Ministry Team and the EXSEL Interns. For now, we are building this concept around the knowledge, skills and abilities of those participating as Fellows as well as the model found in the non-commissioned officer (NCO) corps of the U.S. military.

The NCO corps is often referred to as "the backbone" of the armed services, embodying the practical knowledge, experience, and understanding required to motivate their charges and effectively execute the assigned missions. NCOs are the primary and most visible leaders for most military personnel, augmenting but not replacing the roles of the commissioned officers.

Like the NCO, we desire for our EXSEL Fellows to be (or to become) a wealth of practical knowledge, having a keen understanding of how to motivate the EXSEL Interns to comply with policies and fulfill the mission of WSS, as detailed by the Center Director and his staff. By nature of spending much of their work and off time with the Interns, Fellows will become the most visible leaders the Interns encounter each day, in an excellent position to lead EXSEL Interns and inspire their performance. To the degree that the EXSEL Fellow complies with policies and demonstrates technical expertise, they can become the primary trainers of (and examples to) the Interns. Equally, they will be well-placed to carry the concerns of the Interns to the Ministry Team. The EXSEL Fellow ideally becomes a conduit for timely and effective two-way communication between the Interns and the Ministry Team.

With the aforesaid vision in mind, we expect the EXSEL Fellows to:**1. Be examples of Christian character and moral purity:****External Disciplines**

- a. **Self-Control** – able to control one's behavior when tempted or in difficult or stressful situations.
- b. **Humility** – putting others' needs before your own, not thinking more highly of yourself than deserved.
- c. **Gentleness** – a strong hand with a gentle touch. A compassionate approach toward others' limitations.
- d. **Patience** – bearing of provocation, annoyance, or pain, without complaint or irritation.
- e. **Peacemaking** – able to diffuse tense situations.
- f. **Grace & Forgiveness** – able to display undeserved favor to others, expecting nothing in return.
- g. **Moderation** – restraint; avoidance of extremes of emotion or conduct.
- h. **Faithfulness** – true to your word, duties, team and our shared WSS mission.

Internal Disciplines

- a. **Prayer** – daily, continuous, and modeled after Matthew 6:9-13.
- b. **Scripture Reading & Study** – daily and focused on personal growth in service to Jesus Christ.
- c. **Silence & Meditation** – daily and with the intent of hearing what the Holy Spirit has to say.
- d. **Purity** – committed to moral purity in appreciation for the costly Grace God has so freely given.

2. By example, ensure EXSEL Interns comply with all OCF, WSS, & EXSEL Policies

- a. Know and understand both written policies and the purpose behind them
- b. Communicate to the Interns your full support of these policies
- c. Attempt to ensure compliance at their level, but keep Ministry Team informed at all times
- d. Understand under which circumstances it becomes necessary to seek Ministry Team intervention

3. Job Knowledge

- a. Able to convey to Interns basic duties and expectations.
- b. Communicate the **knowledge** required for the assigned vocational area(s) through demonstration, education, and/or specialized training.
- c. Communicate the **technical skills** required to perform the assigned vocational tasks **efficiently and safely** through demonstration, education, and/or specialized training.
- d. Utilize available resources to resolve identified knowledge or skill shortfalls in a timely and effective manner.

4. Quality of Work – By example, ensure those under their charge:

- a. **Complete** assignments with accuracy and neatness.
- b. **Complete** assignments on time.
- c. Display **perseverance** when encountering difficulty in following through on assignments.
- d. Prepare logical, well-written papers, reports, logs, registers and other required documents.
- e. Return tools and supplies to appropriate locations.

5. Safety & Hygiene – By example, ensure those under their charge:

- a. Practice **cleanliness** of self and work/personal areas.
- b. Practice the culture of **personal responsibility** and **mutual support** to ensure **100% safe operations**.
- c. Use appropriate safety and hygiene equipment **at all times** and ensures others do the same.

6. Planning and Organizing - By example, ensure those under their charge:

- a. Understand objectives and effectively plan and organize work to achieve them.
- b. Prioritize activities, tasks and problems by properly weighing their relative importance and urgency.
- c. Anticipate and prepare for changing conditions and adjust to changes well without complaint.

7. Productivity - By example, ensure those under their charge:

- a. Maintain a high level of personal productivity.
- b. Take initiative when tasks are complete.
- c. Demonstrate motivation to carry projects to completion with minimal supervision.
- d. Work well under pressure of deadlines.

8. Communication Skills - By example, ensure those under their charge:

- a. **Listen to and understand instructions.**
- b. **Ask for assistance or guidance** when needed.
- c. Speak in an effective, respectful and professional manner to subordinates, peers, staff & guests.
- d. Prepare written communications using appropriate form, grammar and vocabulary.
- e. Provide & receive feedback with **grace** & **humility**.
- f. Keep peers and supervisors appropriately informed.

9. Teamwork – By example, inspire those under their charge to:

- a. Develop good working relationships with fellow team members and gain their cooperation and support.
- b. Contribute actively to the achievement of the team goals and objectives.
- c. Demonstrate sensitivity to the needs, concerns and feelings of others.
- d. Contribute to the completion of special projects or assignments given to the team.
- e. Participate in the building of team "esprit de corps" and demonstrate loyalty to the team.

Scope and Span of Influence/Control and Discipline:

- a. While several Interns within their teams will be assigned for evaluation and measurement purposes to each Fellow, the above defined responsibilities apply to all interns, whether specifically assigned or not.
- b. EXSEL Fellows, while charged with ensuring compliance and identifying non-compliance, are not typically required to prepare formal evaluations or administer discipline. Preparing formal evaluations remains the responsibility of the MT supervisor. Determining the need for and administering discipline remains the responsibility of the Ministry Team as outlined separately. The MT supervisor may ask a Fellow to participate in the evaluation or discipline process for educational purposes.
- c. EXSEL Fellows will strive to ensure the Ministry Team members have maximum time to accomplish their own duties and not those of the EXSEL Fellows or Interns. EXSEL Fellows will remain loyal to those with whom they serve; Ministry Team members, peers, and EXSEL Interns alike. EXSEL Fellows will exercise initiative by taking appropriate action in the absence of specific directions.
- d. The two principal responsibilities of the EXSEL Fellows will be accomplishment of the assigned mission and the welfare of the Interns. While endeavoring to remain technically proficient and morally pure, the EXSEL Fellows will communicate consistently with their charges and never leave them uninformed. Fairness and impartiality will be practiced at all times towards their charges.

Thank you for your interest in the EXSEL Fellows program! Please make the time to review the latest information on the website regarding the EXSEL Discipleship program, taking into account that much of it applies specifically to the Internship program. Links to specific information about the Fellows program will be posted soon. Please feel free to contact me if you would like to discuss the program in more detail.

With you on the journey,



Jim Marrs, Lt Col, USAF (Ret)

Director, EXSEL Discipleship Program, White Sulphur Springs Camp & Conference Center

WSSEXSEL@OCFUSA.org

www.WhiteSulphurSprings.org/EXSEL

Office: (814) 623-5583, ext. 103

Mobile: (325) 939-3488