



Position Summary:

The Program Director position is responsible for leading the strategy and operational execution for all original programming at Camp Loughridge. This position works with the Executive Director to fulfill the camp's mission to provide Christian growth and spiritual renewal in a rustic, natural environment. As a vital part of the ministry team, successful candidates will bring joy and enthusiasm to managing year-round, exceptional programming, including staff recruitment, safety oversight, and fostering warm hospitality. This role requires creativity, teamwork, and communication skills to translate strategic vision into concrete programs. Ideal candidates ideally have experience in outdoor ministry, expertise in teaching, strong communication skills, and a solid grounding in the Christian faith. The role involves interaction with various teams for holistic planning, strategy guidance, and marketing.

Essential Functions:

- Align the programs to the Camp Mission and ensure the program staff exhibit the Camp Values
- Live out your call to program ministry with enthusiasm, intentionality, and joy
- Lead marketing, outreach, and communications for all programs, including social media and website content
- Implement all safety measures and enforce all rules and regulations in accordance with the ACA, CCCA, and Camp Loughridge standards
- Seasonal and Ropes Course Staffing
 - Proactively recruit dynamic and engaging young adults for seasonal ministry and ropes staff
 - Train, inspire, encourage, supervise, and evaluate seasonal ministry and ropes staff
 - Effectively mentor and manage young adult summer camp staff
 - Foster an atmosphere of radical hospitality and service
- Camp & Ropes Course Programming
 - Collaborate to create an annual camp curriculum and theme
 - Lead and implement exceptional youth and ropes course programming
 - Design and guide implementation of summer, winter, and Hope's Crossing camp programs
 - Evaluate programs and incorporate evaluation data into future program design
 - Plan, design, implement, oversee, and facilitate ropes course events
- Maintain strict confidentiality with regards to financial accounts, guest and staff personally identifiable information, access to camp records and any restricted access software or web services



Successful candidates will possess:

- The ability to articulate your faith journey, giving witness to the Gospel of Jesus Christ and attached to a local, worshipping congregation.
- A firm grounding in the Christian faith, with a passion for high-quality experiences that include an understanding of child development and theology.
- 5+ years teaching and coaching expertise and effectively leading a variety of individuals.
- 2+ years exceptional creativity and innovation with demonstrated excellence in program innovation.
- 2+ years of scheduling, reservation, and automated communication software experience
- Adept communication skills and ability to deliver information efficiently to varying audiences.
- Outstanding ability to forge connections with people across all backgrounds and generations, fostering an atmosphere of service and hospitality.
- Excellent teamwork skills with a knack for building and managing a diverse, cohesive team.
- The ability to link faith, grace, vocation, and community with hospitality.... Enriched experience in an outdoor ministry is highly valued.
- Worship and music skills (i.e. - guitar, vocals, or other instruments), are desirable but optional.
- Bachelor's degree or higher preferred
- Must be able to lift, push or pull ten pounds multiple times a day.

Compensation & Benefits:

- Annual salary commensurate with experience, starting at \$50,000
- Total annual bonus incentive opportunity: \$15,000
- Additional Benefits: Medical, Dental, and Retirement contribution support
- Paid Time Off:
 - Holidays: 8 days (NYD, MLK, Good Friday, Memorial, July 4th, Labor, Thanksgiving, Christmas)
 - Vacation: 15 days accrued annually with an additional 5 days for every 3 years of uninterrupted service.

Camp Loughridge

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