



Job Title: SUMMER CAMP DIRECTOR (1.0 FTE/E)

Job Summary: At Wayzata Community Church we are inspired by the love of God made known through Jesus. Summer camp and retreats are an extension of WCC's commitment to providing students and adults the opportunity to discover what the inclusive love of Jesus can mean in our lives, in our world, and in our personal relationship with God.

Supervisory Responsibilities: Seasonal Camp Staff (15-20)

Core Responsibilities:

Camp Ministry – 75%

Responsible for the development, implementation, and evaluation of WCC's Summer Camp vision, including human resources management, financial management, marketing, and strategic operations, all in accordance with the WCC relational ministry model. The Director will assess the needs and interests of camp populations and families to ensure program delivery that is safe and fulfills the core values of WCC Summer Camp.

Ministry Development

- Design and ensure delivery of programs and activities appropriate to the camper population and in alignment with WCC's mission, vision and core values.
- Develop and maintain an advisory Camp Board to provide guidance and support for Camp Ministry as requested.
- Recruit, hire, train, and build a strong camp staff team community each year.
- Collaborate on staff training content with Family Ministry Team.
- Coordinate development and oversee implementation of all Camp programming, including safety and risk management procedures.
- Oversee development and implementation of all waterfront and aquatic programs, including crisis and risk management procedures.
- Analyze input from youth, families and staff regarding the quality, safety and enjoyment of the program and staff annually/.

- Remain current with information on the development needs of children, youth and young adults and seek out learning opportunities for camp best practices.

Administrative

- Work with the Director of Operations to oversee the financial management and fund development operations to allow for adequate annual funding and to meet the long-term goals.
- Adhere to the established budget for camp operations. Monitor spending and work with the Director of Operations if adjustments are needed.
- Work with the Director of Operations to oversee all necessary lease and rental agreements with camp facilities. Interface as needed with onsite camp management.
- Design, develop and implement a plan for summer camp in a post COVID reality considering WCC, CDC and Minnesota Department of Health guidelines and regulations.
- Work with Co-Lead Ministers to implement and oversee the scholarship plan and procedure for WCC Summer Camp.

Equipping

- Support to the needs of individual staff members and the collective team, including providing individual attention, ensure constructive feedback to staff during each camp session.
- Instill a positive attitude within the camp staff that promotes safety, service, love and compassion for all who come to camp.
- Facilitate daily Camp Staff Leadership meeting.
- Mediate any camper or staff conflicts, as needed, following WCC protocol and policies.
- Assist in planning and executing in-session and between session time off and fellowship activities for camp staff.
- Provide regular, consistent and encouraging evaluation to camp staff.
- Facilitate in leadership training for full camp staff.
- Ensure each camp staff has a growing competency to lead small group facilitation, in-cabin groups and small group settings.
- Build and foster a spirit of teamwork and faith development within the camp staff.

Student Ministry Responsibilities – 25%

The Director serves on staff throughout the year as a Family Ministry Team member who supports the Middle School and High School Ministry areas.

- Work with the Co-Lead Minister to determine the best integration into ongoing youth ministry activities.
- Serve as an active part of the Family Ministry Team.
- Plan, develop and execute age-appropriate youth retreat experiences in collaboration with members of the Family Ministry Team,

Organizational Relationships

- Reports to Co-Lead Minister
- Staff liaison to Camp and Retreat Board
- Works in collaboration with the Co-Lead Ministers, Family Ministry Team, and Director of Operations.
- Attends all WCC staff meetings.

Education, Skill and Experience

Required:

- A faith-anchored life and willingness to embrace and support the relational ministry of Wayzata Community Church Summer Camp ministry.
- Work experience in a mission-based, youth centered program or as a member of the WCC Summer Camp Staff or other camp community.
- Minimum of four years of experience at WCC Summer Camp or comparable setting.
- At least two years post-college work experience.
- Demonstrated leadership experience.
- Demonstrated effective communication skills across all levels within the organization.

- Willing to live in a camp setting and work irregular hours delivering camp programming in the facility available for up to 8 weeks in summer.
- Ability to work in a variety of outside weather conditions – heat, cold, humidity, wind, precipitation, lake water recreation, wooded areas and environmental factors associated with the out of doors.
- Have the ability to run or walk ¼ mile without stopping and maintain physical activity for eight continuous hours.
- Ability to stand, stoop, kneel, crouch, walk, reach, use fingers/hands (dexterity).
- Possess visual and auditory ability to identify and respond to environmental and other hazards related to the camp program.

Preferred

- Counseling, education and/or camp and recreational program management related background or experience
- Leadership training experience
- Financial management and budget experience

Compensation

- Salary range \$43,000 - \$50,000 (doq)
- Competitive benefits package and retirement plan

To apply for this position, please send a cover letter and resume to CampDirector2023@wayzatacommunitychurch.org

ABOUT THE ORGANIZATION

Wayzata Community Church (WCC) has been helping people with their faith journeys for more than 140 years. Today the church has grown to minister to nearly 3,000 confirmed members, hundreds of children, young people, and friends of the congregation. WCC is among the top ten largest congregations of the United Church of Christ. It has become a physical and spiritual landmark in the lives of its members and the Wayzata community. Besides regular worship services, people come for music and speaker events, Summer Camp, programs, classes and workshops for all ages, scouting organizations, support groups, WCC's Nursery School, the Annual Rummage Sale, and other community events.

OUR VISION

Inspire the world with the inclusive love of Jesus.

OUR MISSION

To be a caring community drawn together by God's grace and called to personally live out Christ's love.

To actively extend a welcome invitation to all people, embracing each other with uncompromising compassion.

To boldly challenge our own complacency through courageous conversation and transformational worship.

To relentlessly share our extraordinary gifts through life-changing mission and service—near and far.