



Our Mission:
Providing outdoor ministry where Creation is Explored, Christ is Exalted, and Christians are Equipped to Glorify God.

Our Vision:
Transforming lives through exemplary Christ-centered outdoor experiences. All will be inspired and equipped to faithfully impact the world.

POSITION DESCRIPTION: Youth Ministry Director

Revised November 2024

Position Purpose

The Youth Ministry Director leads the youth ministry of Walcamp, specifically summer camp programs and year-round youth ministry.

Qualifications

- Commitment to the mission and ministry of Walcamp
- A Christ-centered individual with strong character, demonstrating integrity and adaptability, and a deep passion for sharing the Gospel. Their personal faith in Christ is evident in every interaction with staff and camp guests
- Wise stewardship of time, talents, and treasures of camp
- Seeks to grow in faith and leadership skills
- A member in good standing of a Christian Congregation, an LCMS Congregation is preferred
- Minimum 24 years of age with a college degree or equivalent experience, preferably in Education, Outdoor Education, or Youth Ministry
- Strong organizational abilities with the ability to foresee and mitigate risks and follow through with initiatives
- Personable, charitable and patient in working with people
- Demonstrates imagination, sincerity, enthusiasm, initiative, and a sense of spiritual direction in all duties performed
- Clear, concise communication skills with supervisors, staff, and campers
- Willingness to serve and perform tasks beyond those assigned
- Flexible hours, including nights and weekends
- Team Building and challenge course experience including high ropes certification, Challenge Course Manager credentials preferred
- Lifeguard certification
- Possess a valid driver's license

Responsibilities

- The Youth Ministry Director represents Walcamp to its team members and guests, modeling positive Christian behavior through involvement in camp activities, creative problem-solving, mediation of disputes, and care for the physical, emotional, and spiritual needs of every individual
- The Youth Ministry Director monitors Walcamp programs in their specific area(s) to ensure the safety of all guests and team members
- The Youth Ministry Director develops, coordinates, and evaluates specific ministry areas of Walcamp's program to provide participating guests and team members with opportunities to grow as individuals physically, mentally, and spiritually, and provides opportunities to grow community through group interactions and service. The Youth Ministry Director recruits, hires, trains, and supervises team members within their ministry area
- The Youth Ministry Director keeps the Executive Director apprised of the ministry's status, including all emergency or health situations, unresolved conflicts, and any specific ministry needs required for success
- The Youth Ministry Director coordinates the daily schedules of their team, with input from the Executive Director or Office Administrator regarding the needs and requests of Walcamp guests and visiting user groups.
- The Youth Ministry Director communicates and coordinates with other team members and with guests to ensure a smooth, high-quality experience from registration to departure

- The Youth Ministry Director is responsible for Walcamp's Challenge Course and serves as the Walcamp Challenge Course Manager
- The Youth Ministry Director networks with other youth ministry workers in the area to build relationships

Essential Functions

1. Year-Round Youth Ministry

- Plan, schedule, and lead on-site youth events, such as our Navigation High School Ministry, Jr High Retreats, Parent/Child or Family Retreats, and Camp Agape Retreats (serving persons with disabilities).
- Plan, schedule, and lead off-site events (retreats, lock-ins)
- Train Small Group Leaders (SGLs) and volunteers to lead activities and fulfill their ministry roles
- Schedule and lead chapels with area Christian schools, including music, scripture, messages, and a simple order of worship
- Communicate with group leaders to determine their event goals and the needs of their individual groups
- Host self-led retreat groups and lead activities as requested
- Participate in camp activities; be more than an observer
- Lead the Youth Ministry team in worship, providing opportunities for them to step up and take the lead

2. Summer Camp

- Communicate with the Executive Director to develop the summer theme, program schedule, Bible Encounter curriculum, and related marketing materials
- Recruit and hire Day Camp Manager, summer staff, Jr Counselors, and ministry volunteers
- Train SGLs and Jr Counselors in cooperation with Day Camp Manager
- Provide guidance, supervision, and feedback to summer Program Coordinators
- Provide training and support to summer staff leading Camp Agape programs for persons with developmental disabilities
- Support summer Program Coordinators as they provide guidance, supervision, and feedback to SGLs
- Assist summer Program Coordinators and Small Group Leaders in resolving conflicts with campers or peers as needed
- Contact parents as needed regarding ministry or program details, or to discuss the needs of their campers, specifically in an emergency or to resolve a conflict
- Evaluate the needs of the ministry, including program supplies
- Ensure that program areas remain organized and clean
- Maintain a safe environment for all guests and staff

Organizational Relationships

- Jesus above all
- The Youth Ministry Director reports to the Executive Director
- Day Camp Manager, SGL(s), Program Coordinators, and Retreat Staff directly report to Youth Ministry Director

Training and Development

In addition to an ongoing study of God's Word, the Youth Ministry Director should read professional journals, papers, and/or books about outdoors ministry, attend workshops, conferences, or other training that will enhance professional growth.