

CAMPCARL

Guest Group Director

FULL TIME • RAVENNA, OHIO

This position is critical to the ministry of Camp Carl and contributes directly to our Purpose of The Great Commission and The Great Commandment and our Mission of being Christ-Centered, Relationally Focused, and Incredibly Fun! The Guest Group Director primarily supports these by fulfilling their three essential duties and responsibilities. Primarily, to lead and expand the impact of Camp Carl's ministry to Guest Groups by partnering and building relationships with group leaders, communicating and coordinating with staff, and hosting groups at camp. Second, to contribute to the success of Camp Carl's ministry by providing direct oversight and leadership to specific program elements, in conjunction with the Director of Programming. Third, to assist in the recruitment and retention of Camp Carl's Summer Staff by working with the Staff Development Manager. This position reports directly to the Assistant Camp Director.

DUTIES AND RESPONSIBILITIES

ESSENTIAL (95%)

- Guest Group Ministry (75%)
 - Lead and expand the impact of Camp Carl's ministry to Guest Groups by partnering and building relationships with group leaders, communicating and coordinating with staff, and hosting groups at camp.
 - Represent Camp Carl through communication and personal connection with group leaders from their initial contact to a post retreat follow-up.
 - Lead and support staff in connection to and service of each group by creating schedules, training and assigning staff, understanding staff dynamics and needs, and clearly communicating with staff.
 - Host each group with care and excellence by anticipating and meeting their needs, coordinating the preparation of the property and buildings before their arrival, understanding camp's capabilities and limitations, and upholding the mission, vision, and values of Camp Carl.
 - Understand the group's purpose for their retreat and help ensure their success in that pursuit.
 - Evaluate, guide, and shape, the processes, policies, and direction of the Guest Group ministry, to help ensure that Camp Carl is kept on mission and partnering with others accordingly.
 - Expand Camp Carl's partnerships by pursuing potential groups, building meaningful relationships with leaders and participants, understanding the evolving needs of each group and partner ministry, ensuring retention of groups, encouraging further engagement with Camp Carl in other areas its ministry, and collaborating with other key Year-round Staff.
- Programming (15%)
 - Contribute to the success of Camp Carl's ministry by providing direct oversight and leadership to specific program elements, in conjunction with the Director of Programming.
 - Proactively complete necessary goals and actions for the success of the assigned program element(s).
 - Lead Summer Staff in conjunction with the appropriate Year-round Staff.
 - Regularly evaluate these program element(s) to ensure its consistency with Camp Carl's summer ministry, and its mission, vision, and values.
 - Contribute to the planning and execution of staff training.
- Recruitment and Development (up to 5%)
 - Assist in the recruitment and retention of Camp Carl's Summer Staff by working with the Staff Development Manager.
 - Contribute to the planning and execution of recruiting trips.
 - Assist in the interview and hiring process.
 - Pursue discipleship of Summer Staff throughout the summer and retreat seasons.

OTHER (5%)

- Maintain a positive and professional attitude toward Camp Carl and its staff, guests, and external contacts.
- Communicate and coordinate with colleagues as necessary.
- Performs all other duties as assigned by the Assistant Camp Director and those they report to.

QUALIFICATIONS

EDUCATION

- Bachelor's Degree required.

EXPERIENCE

- 5+ years of related experience.
- Summer and year-round camp experience preferred.

KNOWLEDGE, SKILLS & ABILITIES

- Possess a spiritual discipline that models a proactive approach toward physical, mental, emotional, social, and spiritual health.
- Excellent time management and prioritization.
- Ability to disciple and influence people for Christ.
- Ability to investigate and analyze information to draw conclusions.
- Ability to communicate the vision of Camp Carl to people both internally and externally.
- Spiritual and emotional maturity, determined during interview and reference checks.
- Excellent interpersonal and relationship-building skills.
- Strong moral character and desire to work in a faith-based organization.
- Ability to relate positively, influentially, and sensitively to a broad spectrum of persons in a variety of multi-tiered relationships and settings. This is to include, but not be limited to, guests, pastors, and staff of various Christian churches and organizations of all sizes, cultural identities, and worship styles, co-workers, and peers.
- Ability to exercise independent and creative thinking and initiative.
- Ability to travel to various geographic locations, by car or plane, to present and represent Camp Carl.
- Discernment and professionalism in the workplace.

OTHER

- Demonstrate a growing, active, and mature relationship with Jesus Christ, marked by a commitment to live under biblical principles both personally and professionally.
- Must be able to wholeheartedly affirm and live in alignment with Camp Carl's Doctrinal Statement.
- Have a missional view and understanding of ministry.
- Be an active member in a church whose spiritual beliefs are aligned with Camp Carl's Doctrinal Statement.
- Commitment to **Camp Carl's Purpose** of The Great Commandment and The Great Commission.
- Commitment to **Camp Carl's Mission** of Being Christ-Centered, Relationally Focused, and Incredibly Fun.
- Commitment to **Camp Carl's Vision** to relentlessly build a Christ-Centered Camp so effective for growing God's Kingdom and Equipping Jesus Followers, that churches, families, schools, and college students would line up to partner with us.
- Commitment to **Camp Carl's Strategy** to Develop Christian Young Leaders | Integrate the Gospel in All We Do | Enhance Every Camper's FUN Experience | Foster Relational Ministry | Grow Giving and Volunteers | Expand Church, School, and Ministry Partners | Build Financial Strength | Advance our Facilities to Become World Class.
- Commitment to **Camp Carl's Culture** of How Can I Help.
- Cultivate and build mutual trust, respect, care, and cooperation among team members, volunteers, and others.
- Must demonstrate biennially a clear background check.

WORK CONDITIONS AND ENVIRONMENT

- Work Schedule:
 - Summer – Sunday afternoon through Friday evening.
 - Retreat Season – Tuesday through Saturday with periodic Sundays and/or Mondays.
- Expected Hours:
 - Summer – 50 hours per week.
 - Retreat Season – 45 hours per week.
- Annual Overnight Requirements:
 - Up to 50 nights at camp
 - Up to 5 nights of travel
- Work both indoors and outdoors in a fast-paced setting.
- Physical activities may include housekeeping, activity set up and take down, kitchen clean-up, challenge course operation, physical labor, and more.

PHYSICAL DEMANDS

- Some physical effort required on a routine basis; the ability to use up to 20 pounds of force regularly and 50 pounds of force occasionally.
- Ability to grasp, push, pull, carry, or otherwise manipulate objects; ability to perform tasks requiring action of muscles or groups of muscles and foot and/or hand-eye coordination.
- Requires some physical agility, including but not limited to bending for items below or reaching for items above the individual, crawling under desks, stooping, and climbing step stools or ladders.
- Be outside for extended periods of time during each season, including during inclement weather.

BENEFITS:

- Competitive annual salary
- Generous paid time off and holiday policy.
- Compensatory Time eligible.
- Health insurance and retirement benefits.
- Opportunity to work in a faith-based, mission-driven environment.

NEXT STEPS:

Candidates with questions or interest should visit <https://www.campcarl.life/about/careers>