

OPPORTUNITY SHEET

Youth Ministries Director



RESPONSIBLE TO: Director of Ministries
CLASSIFICATION: Core Staff
STATUS: Full-Time Exempt (Salaried)

General Core Staff Qualifications:

1. Personal commitment to Christ with a passion to grow.
2. In agreement with the vision and ministry objectives of Camp Lebanon.
3. Understanding of the nature of camp ministry, its joys, and strains.
4. Team attitude, flexible spirit, people-orientation, emotional maturity.
5. Able to clearly communicate the love and life of Jesus Christ.

Job Qualifications:

1. College degree (minimum) in Biblical Studies/Ministries or equivalent.
2. Minimum of three years of Camp program experience (or 3 years full-time ministry equivalent).
3. Deep love for and good rapport with guests young and old.
4. Eagerness to initially engage with guests.
5. Creative with an eye for details.
6. Foresight to plan long and short-term.
7. Effective in large and small group leadership.
8. Effective public communicator.
9. Proven administrative skills.
10. Able to lift 50 pounds.

Position Mission Statement: *Through strong and creative leadership, enthusiastic promotion, and passionate involvement, the Youth Ministries Director (YMD) shall be Camp Lebanon's chief program architect of dynamic, life-changing year-round ministries to students grades K-12 that shall (1) reach and teach young people in the truth of Christ; (2) impact local church youth programming to the glory of God; (3) work towards turn-away capacity for all youth program events; and (4) lead in the expansion of youth ministries as Camp realizes the fulfillment of the new Master Plan. As a key member of the year-round Ministry Team, the YMD will also contribute to the success and fruitfulness of all guest experiences and programming.*

POSITION RESPONSIBILITIES

1. Kingdom Builder

- A. Teach and illustrate the Truth of God's Word at every opportunity.
- B. Evangelize youth at every opportunity.
- C. Promote the Great Commission at every opportunity.

2. Architect of Youth Ministries

- A. Design and develop a student program strategy that will inspire excellence in ministry with a long-range perspective.
- B. Hire, train, lead and discipline a Program Staff (hired and volunteer) that will fulfill Camp's mission and vision.
- C. Coordinate all aspects of successful student programming:
 - Summer youth camps.
 - Winter retreats.
 - Staff training programs.

- D. Maintain and enhance the “toys and tools” of program ministry:
 - Recreational equipment.
 - Experience elements (e.g., zipline, laser tags, low ropes.)
- E. Participate in the site development of Camp’s properties.
- F. Feature a Great Commission emphasis:
 - Utilize missionaries in all summer youth events.
 - Nurture Camp’s partnership with our overseas camps.
 - Develop strategic partnerships with mission agencies.
- G. Manage and monitor the youth ministries program budget (expenses and revenues.)
- H. Develop and maintain a youth ministries program manual.

3. Camp Promoter

- A. Connect with **youth workers and churches**.
 - Make visits, calls, and emails to youth workers at core, fringe, and prospective churches.
 - Present a Youth Ministries Report at the Annual Meeting of the Membership.
 - Establish and lead a Youth Ministries Advisory Team.
- B. Connect with **youth campers and families**.
 - Maintain an on-site presence and involvement.
 - Schedule promotional visits to core, fringe, and prospective churches.
- C. Connect with **year-round camp staff**.
 - Use weekly staff meetings to communicate with and inspire year-round staff.
 - Utilize the expertise of the year-round staff to support the program ministries of Camp.
- D. Connect with **the public through media promotions** for all youth events.
 - Coordinate production of youth materials (e.g. postcards, videos, online presentations.)
 - Partner with the Marketing Department to maintain student ministries web pages and media posts.
 - Write a monthly blog for Camp’s Web Site.
- E. Collect and record the **stories of ministry**.

4. Ministries Team Partner

- A. Contribute to the strategic programming of all Camp-sponsored events.
- B. Assist or lead as assigned in other program ministries:
 - Dads N Lads (spring).
 - Dads N Daughters (fall).
 - Mother / Daughter / Grandma (spring).
 - Men’s Retreat.
 - Women’s Retreats.
 - Senior Days (spring, fall).
- C. Host guest groups as assigned (limited).

CORE STAFF MINISTRY TEAM RESPONSIBILITIES:

1. Meet regularly with your supervisor to discuss responsibilities.
2. Attend Management and Core Staff meetings as required.
3. Enhance and support the ministry of Camp Lebanon according to spiritual gifts and personal interests.
4. Contribute spiritual ministry by actively supporting Camp Lebanon’s mission in providing a “Meeting Place with God” to help the Church do the work of Christ.
5. Apply biblical Body Life principles to preserve and enhance staff unity.

OPPPORTUNITY DETAILS

START DATE: December 1, 2021

SALARY & PTO:

- Salary Range \$40,000 - \$55,000
- Work Week Generally 40 - 50 hours per week (with seasonal fluctuations), weekend work expected
- Paid Time Off 120 hours (3 weeks)
- Paid Holidays New Years, Easter 2, Thanksgiving 2, Christmas 2.

HEALTHCARE: Christian Healthcare Ministries (CHM) Visit www.chministries.org for details.

CHM – 100% Employee funded (single/couple/family 3+)

- Monthly amount: \$225/ \$450 / \$675
- Includes Brother’s Keeper option.
- Paid as payroll deduction pre-tax.
- Personal Responsibility (annual) \$500*/person, \$1500 family limit.
(* Reducible for negotiated reductions of medical fees.)

Health Reimbursement Account (HRA) – 100% Employer funded (single/couple/family 3+)

- Coverage Limits (annual): \$2400 / \$3600 / \$4800
- Preventative care only (annual limit): \$400 / \$800 / \$1600
- Dental/Eye/Chiropractic (annual limit): \$1200 / \$1800 / \$2400
- Co-pay on prescriptions: \$25. Over-the-counter medications are not covered.
- Unused HRA funds belong to the Camp.

RETIREMENT: 403(b) Match Opportunity

- Employer matches up to 4% of employee contribution.
- Guidelines and vesting policies defining in Employee Handbook.

THE MINISTRY: Located five miles west of Upsala MN on spring-fed, fish-filled Cedar Lake, Camp Lebanon offers year-round programs for youth, families, and adults as well as rental opportunities for churches, families, and organizations. Camp Lebanon has a rich legacy of providing a “Meeting Place with God” to help the Church do the work of Christ. For more information visit www.camplebanon.org.

INQUIRIES: Send both a resume and cover letter to:

Shane Hollenbeck, Director of Ministries
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 1.320.403.9555