



## Leadership Job Descriptions

**Overview:** Camp Kanuga is a summer camp for boys and girls ages 5-18. Camp Kanuga is a Christian ministry affiliated with the Episcopal Church. Camp Kanuga offers day camps (ages 5-11) adventure day camps (ages 12-15), traditional residential camps (ages 7-16), Expedition camps (ages 12-18), and Leadership development camps (rising 11<sup>th</sup> & 12<sup>th</sup> graders). Located on 1500 acres in the Western North Carolina Mountains, Camp Kanuga is a part of Kanuga Conference, Inc. in Hendersonville, NC just south of Asheville, NC. In 2021, due to COVID safety, Camp Kanuga will only offer traditional residential camps and leadership development camps.

**Accountability:** The Camp Director oversees all Leadership roles. Additionally, he/she may receive oversight from the President and Vice Presidents of Kanuga Conferences, Inc.

**Minimal Qualifications:**

- Ability to support the theological doctrine & practices of the Episcopal Church
- Passion and ability to work well with kids
- Comfortable with building Christian community through teaching, leading, and equipping others
- Passion and ability to facilitate harmonious relationships and interactions between staff and campers
- Ability to perform potentially strenuous physical activities (hiking, camp-outs, swimming, etc.)
- Ability to give and receive constructive criticism
- Creativity and problem-solving skills in all types of high-stress and fast-paced situations
- CPR/AED first aid certifications.

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## Assistant Director

**Overview:** Camp Kanuga is a summer camp for boys and girls ages 5-18. Camp Kanuga is a Christian ministry affiliated with the Episcopal Church. Camp Kanuga offers day camps (ages 5-11) adventure day camps (ages 12-15), traditional residential camps (ages 7-16), Expedition camps (ages 12-18), and Leadership development camps (rising 11<sup>th</sup> & 12<sup>th</sup> graders). Located on 1500 acres in the Western North Carolina Mountains, Camp Kanuga is a part of Kanuga Conference, Inc. in Hendersonville, NC just south of Asheville, NC. In 2021, due to COVID safety, Camp Kanuga will only offer traditional residential camps and leadership development camps.

**Accountability:** The Assistant Director reports directly to the Camp Director. Additionally, he/she may receive oversight from the Program Directors, or the President and Vice Presidents of Kanuga Conferences, Inc. The Assistant Director also serves as the direct supervisor of all cabin counselors.

### Minimal Qualifications:

- Ability to support the theological doctrine & practices of the Episcopal Church
- Passion and ability to work well with kids
- Comfortable with building Christian community through teaching, leading, and equipping others
- Passion and ability to facilitate harmonious relationships and interactions between staff and campers
- Ability to perform potentially strenuous physical activities (hiking, camp-outs, swimming, etc.)
- Ability to give and receive constructive criticism
- Creativity and problem-solving skills in all types of high-stress and fast-paced situations
- CPR/AED first aid certifications.

### Additional Support Staff Responsibilities:

1. Lead, train, assist, help, support, and mentor camp counselors while in your program area
2. Create a healthy Christian camp culture among campers and staff
3. Serve as other important roles: Challenge Course Facilitator; Lifeguard; Driver; etc.
4. Support night programs
5. Supervise and ensure all staff are following Camp Kanuga policies
6. Work at least one weekend as a stay over session counselor

### Principal Responsibilities:

1. With Program Director, support total management, safety, and continuity of Camp Kanuga in the absence of Camp Director
2. Serve as direct manager to cabin counselors
3. Take a primary role in building covenant-based, professional community among staff, (serve as teacher & mentor)
4. Organize staff for big events: opening day, closing day, color games, country fair, etc.
5. Ensure that counselors are prepared to lead activities with campers
6. Coordinate support staff for night watch (check in with each cabin each night)
7. Support counselors with trouble in camper groups (homesickness, bullying, etc.)
8. Lead support staff meetings throughout each session
9. Think creatively about leading the nightly program and about how to get camp excited about it throughout the day
10. Act out skits and fun, silly announcements throughout the day to prepare campers and counselors for the evening program
11. Coordinate set up and tear down of evening program while maintaining care of gear and supplies
12. Empower other support staff to help lead evening program
13. Effectively communicate evening program needs to other staff members
14. Work with Crew Team Leader to coordinate support from crew team members

**Additional Expectations:** Be prepared to implement any additional work responsibilities that may be asked of you.

**Desired Specific Qualifications:** At least 21 years of age; 2 seasons of proven success as a leader in a youth serving agency; 2 years studying religion or Christian ministries; active spiritual life; knowledge of the beliefs & practices of the Episcopal Church

Apply online at [www.campkanuga.org](http://www.campkanuga.org)



## Chaplain

**Overview:** Camp Kanuga is a summer camp for boys and girls ages 5-18. Camp Kanuga is a Christian ministry affiliated with the Episcopal Church. Camp Kanuga offers day camps (ages 5-11) adventure day camps (ages 12-15), traditional residential camps (ages 7-16), Expedition camps (ages 12-18), and Leadership development camps (rising 11<sup>th</sup> & 12<sup>th</sup> graders). Located on 1500 acres in the Western North Carolina Mountains, Camp Kanuga is a part of Kanuga Conference, Inc. in Hendersonville, NC just south of Asheville, NC. In 2021, due to COVID safety, Camp Kanuga will only offer traditional residential camps and leadership development camps.

**Accountability:** The Chaplain reports directly to the Camp Director. Additionally, he/she may receive oversight from the Program Director, or the President and Vice Presidents of Kanuga Conferences, Inc.

### Minimal Qualifications:

- Active Christian faith & ability to support the theological doctrine & practices of the Episcopal Church
- Passion and ability to work well with kids
- Comfortable with building Christian community through teaching, leading, and equipping others
- Passion and ability to facilitate harmonious relationships and interactions between staff and campers
- Ability to perform potentially strenuous physical activities (hiking, camp-outs, swimming, etc.)
- Ability to give and receive constructive criticism
- Creativity and problem solving skills in all types of high-stress and fast-paced situations
- CPR/AED first aid certifications.

### Additional Support Staff Responsibilities:

1. Lead, train, assist, help, support, and mentor camp counselors while in your program area
2. Create a healthy Christian camp culture among campers and staff
3. Serve as other important roles: Challenge Course Facilitator; Lifeguard; Driver; etc.
4. Support night programs
5. Supervise and ensure all staff are following Camp Kanuga policies
6. Work at least one weekend as a stay over session counselor

### Principal Responsibilities:

1. Take a primary role in building covenant-based community among staff, (serve as teacher & mentor to staff)
2. Work in tandem with the Worship Music Coordinator
3. Lead daily Morning Jam worship service
4. With visiting priests, organize Sunday evening Eucharist services.
5. Organize skits, equipment, & music for Sunday Shine service, closing night service, & closing day celebration
6. Lead Kanuga Community program area (Christian exploration/bible study/devotion time).
7. Ensure that counselors are prepared to conduct camper discussions that link to sermons (Prepare resources)
8. Implement a restful faith formation experience for staff
9. Ensure the beliefs and practices of the Episcopal Church are implemented
10. Consult as needed with campers and staff who want to explore their faith.
11. Provide pastoral care for staff and campers who need extra support (fitting in to camp, homesickness, etc.)
12. Compile suggestions for improving the spiritual components of camp

**Additional Expectations:** Be prepared to implement any additional work responsibilities that may be asked of you.

**Desired Specific Qualifications:** At least 21 years of age; 2 seasons of proven success as a leader in a youth serving agency; 2 years studying religion or Christian ministries; active spiritual life; knowledge of the beliefs & practices of the Episcopal Church

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## Leadership Academy Director

**Overview:** Camp Kanuga is a summer camp for boys and girls ages 5-18. Camp Kanuga is a Christian ministry affiliated with the Episcopal Church. Camp Kanuga offers day camps (ages 5-11) adventure day camps (ages 12-15), traditional residential camps (ages 7-16), Expedition camps (ages 12-18), and Leadership development camps (rising 11<sup>th</sup> & 12<sup>th</sup> graders). Located on 1500 acres in the Western North Carolina Mountains, Camp Kanuga is a part of Kanuga Conference, Inc. in Hendersonville, NC just south of Asheville, NC. In 2021, due to COVID safety, Camp Kanuga will only offer traditional residential camps and leadership development camps.

**Accountability:** The Leadership Academy Director reports directly to the Camp Director. Additionally, he/she may receive oversight from the Program Directors or the President and Vice Presidents of Kanuga Conferences, Inc.

### Minimal Qualifications:

- Ability to support the theological doctrine & practices of the Episcopal Church
- Passion and ability to work well with kids
- Comfortable with building Christian community through teaching, leading, and equipping others
- Passion and ability to facilitate harmonious relationships and interactions between staff and campers
- Ability to perform potentially strenuous physical activities (hiking, camp-outs, swimming, etc.)
- Ability to give and receive constructive criticism
- Creativity and problem solving skills in all types of high-stress and fast-paced situations
- CPR/AED first aid certifications.

### Additional Support Staff Responsibilities:

1. Lead, train, assist, help, support, and mentor camp counselors while in your program area
2. Create a healthy Christian camp culture among campers and staff
3. Serve as other important roles: Challenge Course Facilitator; Lifeguard; Driver; etc.
4. Facilitate night programs
5. Supervise and ensure all staff are following Camp Kanuga policies
6. Work at least one weekend as a stay over session counselor

### Principal Responsibilities:

1. Direct the Leadership Academy program
2. Manage all logistics
3. Maintain, clean, and organize all program supplies
4. Keep up with all paperwork
5. Maintain safety of Counselor-In-Training participants and staff
6. Manage schedules
7. Run Check in and check out in a professional and organized way
8. Support Assistant Directors
9. Be the primary driver of a 15-passenger van towing a trailer
10. Teach Leadership theories and skills to high school aged participants
11. Supervise Counselor-In-Training participants while they lead day campers
12. Teach / lead camp activities

**Additional Expectations:** Be prepared to implement any additional work responsibilities that may be asked of you.

**Desired Specific Qualifications:** At least 21 years of age; completed at least 2 years of college; active spiritual life; camp experience; leadership experience; ministry leadership experience

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## Worship Music Coordinator

**Overview:** Camp Kanuga is a summer camp for boys and girls ages 5-18. Camp Kanuga is a Christian ministry affiliated with the Episcopal Church. Camp Kanuga offers day camps (ages 5-11) adventure day camps (ages 12-15), traditional residential camps (ages 7-16), Expedition camps (ages 12-18), and Leadership development camps (rising 11<sup>th</sup> & 12<sup>th</sup> graders). Located on 1500 acres in the Western North Carolina Mountains, Camp Kanuga is a part of Kanuga Conference, Inc. in Hendersonville, NC just south of Asheville, NC. In 2021, due to COVID safety, Camp Kanuga will only offer traditional residential camps and leadership development camps.

**Accountability:** The Worship Music Coordinator reports directly to the Camp Director. Additionally, he/she may receive oversight from the Program Directors or the President and Vice Presidents of Kanuga Conferences, Inc.

### Minimal Qualifications:

- Ability to support the theological doctrine & practices of the Episcopal Church
- Passion and ability to work well with kids
- Comfortable with building Christian community through teaching, leading, and equipping others
- Passion and ability to facilitate harmonious relationships and interactions between staff and campers
- Ability to perform potentially strenuous physical activities (hiking, camp-outs, swimming, etc.)
- Ability to give and receive constructive criticism
- Creativity and problem-solving skills in all types of high-stress and fast-paced situations
- CPR/AED first aid certifications.

### Additional Support Staff Responsibilities:

1. Lead, train, assist, help, support, and mentor camp counselors while in your program area
2. Create a healthy Christian camp culture among campers and staff
3. Serve as other important roles: Challenge Course Facilitator; Lifeguard; Driver; etc.
4. Facilitate night programs
5. Supervise and ensure all staff are following camp Kanuga policies
6. Work at least one weekend as a stay over session counselor

### Principal Responsibilities:

1. Take a leadership role in with Chaplain in building covenant-based community among staff.
2. Work in tandem with the Chaplain
3. Lead & coordinate all aspects of music for Camp Kanuga
4. Lead music in "Morning Jam" (morning chapel) and night chapel services.
5. Organize skits and music for Sunday Shine celebration service and closing day celebration.
6. Lead (with Chaplain) Kanuga Community program area (Christian exploration/bible study/devotion time).
7. Work with Chaplain to implement a restful faith formation experience for staff
8. Lead worship music for Closing Ceremony on last night of camp & worship music for Sunday night church
9. Coordinate campers and other staff musicians to play their instrument and/or sing
10. Consult as needed with campers and staff who want to explore their faith.
11. Mentor, pray and care for staff and campers who need extra support (fitting in to camp, homesickness, etc.)
12. Compile suggestions for improving the spiritual components of camp especially area of music

**Additional Expectations:** Be prepared to implement any additional work responsibilities that may be asked of you.

**Desired Specific Qualifications:** At least 21 years of age; at least 2 years of college completed; 2 seasons of proven success as a leader in a youth serving agency; 2 years studying religion or Christian ministries; active spiritual life; knowledge of the beliefs & practices of the Episcopal Church; ability to play instruments & lead a group in singing worship songs; ability to lead a band in leading worship; knowledge of how to play various contemporary worship songs & ability to learn & teach new ones

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