



Team Leader 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 11th & 12th 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 Team Leaders with support from the Programs Coordinator. 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.

Team Leader: Adventure	Page 2
Team Leader: Art	Page 3
Team Leader: Crew	Page 4
Team Leader: Nature and Expeditions	Page 5
Team Leader: Waterfront	Page 6



Adventure Team Leader

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 11th & 12th 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 Adventure Team Leader reports directly to the Program Coordinator. Additionally, he/she may receive oversight from the Camp Director 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. 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. Mentor, support and coordinate counselors during Adventure activities
2. Manage activities, gear, and facilities including: low elements, group initiative games, big swing, zip line, climbing wall, & rock quarry climbing site
3. Facilitate challenge course during activity periods
4. Coordinate other support staff to facilitate challenge course activities
5. Help train staff on challenge course facilitating: belaying, zip line & big swing assisting, etc.
6. Ensure safety of all participants
7. Monitor equipment maintenance ensuring only safe-to-use equipment is used
8. Assist the Expeditions Team Leader as needed with the facilitation of Expeditions trips
9. Work well with Mountain Bike Manager on adventure programs
10. Perform daily use inspections
11. Perform end of summer inspection and inventory

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

Desired Specific Qualifications: At least 21 years old; at least 2 years of college completed; camp experience; training and documented experience as a facilitator of ropes courses or rock climbing sites; knowledge of challenge/adventure standards identified by the ACCT



Arts Team Leader

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 11th & 12th 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 Art Team Leader reports directly to the Program Coordinator. Additionally, he/she may receive oversight from the Camp Director 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. Manage the art activities of Camp Kanuga
2. Mentor, support and coordinate counselors during Arts activities
3. Facilitate two optional periods during each session. This means designing and completing a ceramics project with all campers of the optional periods.
4. Maintain the art facilities and proper upkeep of all art supplies and equipment
5. Manage all pottery activities: kiln maintenance, clay recycling, glaze maintenance, etc.
6. Manage all wood carving activities: knives, wood, cleaning tools, brushes, paints, etc.
7. Manage all leather craft activities: knives, stamps, mallets, columns, leather, brushes, paints, etc.
8. Manage all misc. art activities: paint, brushes, paper, etc.
9. Plan each kiln firing in accordance with a timely redistribution of all ceramic materials made by the campers.
10. Help train other staff members in art programs
11. Perform end of summer maintenance, inventory, and clean up
12. Work well with the Blacksmith and Woodshop Managers

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

Desired Specific Qualifications: At least 21 years old; at least 2 years of college completed; extensive experience with art; camp experience



Crew Team Leader

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 11th & 12th 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 Crew Team Leader reports directly to the Program Coordinator. Additionally, he/she may receive oversight from the Camp Director 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. 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. Be a role model and a moral leader to the Crew Team
2. Work closely with the Program Director(s) to ensure program needs are met
3. Be a logistics manager
4. Facilitate healthy teamwork on the Crew team
5. Foster leadership skills in the Crew members with a team leader of the day rotation
6. Manage the behind-the-scenes logistics of running a dining hall and meal times, camp out pack outs, ensuring program areas have proper support, sack lunches, etc.
7. Create daily task schedules for Crew members
8. Lead nightly Crew meetings for the following day's schedule
9. Lead nightly devotions for crew
10. Coordinate the crew to: belay climbing wall, assist zip line & giant swing, sanitize camp, maintain bike pump track, build camp fires, deliver mail, assist art programs, lifeguard, take breaks, assist morning jam, parking, etc.

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

Desired Specific Qualifications: At least 21 years old; at least 2 years of college completed; experience working with kids; experience in camp ministries



CAMP KANUGA

Nature and Expeditions Team Leader

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 11th & 12th 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 Nature and Expeditions Team Leader reports directly to the Program Coordinator. Additionally, he/she may receive oversight from the Camp Director 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. 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. Manage the local Expeditions of Camp Kanuga
2. Mentor, support and coordinate counselors during Nature and Expeditions activities
3. Maintain the Meg's Outpost, Nature Hut, and relevant facilities and proper upkeep of all Nature and Expeditions supplies and equipment
4. Teach Leave-No-Trace principles, nature art, creation care, solo hike activities, orienteering, ecology, fishing, fauna and flora identification, and Cherokee culture
5. Manage schedules, vendor agreements, and logistics for all local expeditions
6. Perform end of summer maintenance, inventory, and clean up
7. Work well with other Team Leaders to ensure a smooth integration of Expedition campers into main camp life and activities.
8. Help grow and innovate the Nature and Expeditions program into the future.
9. Develop and implement CK Nature and Expedition curriculum and new traditions.

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

Desired Specific Qualifications: At least 21 years old; at least 2 years of college completed; extensive experience with art; camp experience



Waterfront Team Leader

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 11th & 12th 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 Waterfront Team Leader reports directly to the Program Coordinator. Additionally, he/she may receive oversight from the Camp Director 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. Train, observe and verify all staff to carry out the camp's waterfront emergency action plan. Review as necessary and at least twice during the summer
2. Mentor, support and coordinate counselors during Waterfront activities
3. Verify lifeguarding skills
4. Throughout summer observe lifeguarding skills for policy assurance
5. Organize the staff for daily waterfront time. This includes the scheduling of spotters, lifeguards and other staff.
6. Lead waterfront orientation for all campers each session
7. Inventory and maintain waterfront supplies and areas (toys, canoes, kayaks, medical supplies, fishing supplies, etc.)
8. Ensure physical safety of campers and staff at all times, checking equipment, property and procedures on a daily basis
9. Maintain waterfront program area: lake, canoe landing, storage area, docks, ropes, field, etc.
10. Inventory and maintain lifeguard gear: whistles, tubes, etc.
11. Regularly clean personal floatation devices

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

Desired Specific Qualifications: At least 21 years old; at least 2 years of college completed; camp experience; current lifeguard certification and CPR-Professional Rescuer; several years of lifeguarding experience