Camp Spirit 2027
Position: Team Lead
Reports to: Regional Minister Camp Spirit

CAMP SPIRIT

Rooted and Growing in Love

CAMP SPIRIT VISION

In partnership with local United Church communities of faith, Camp Spirit provides equipped leaders to nurture the spirit of each child, in order to support children and families to live lives of faith, hope, and compassion in the world.

PURPOSE AND SCOPE OF THE WORK

The **TEAM LEAD** will collaborate with Camp Spirit Regional Staff, Summer Staff, and Site Hosts to plan and implement the Camp Spirit 2027 summer program. The **TEAM LEAD** will manage one of three Camp Spirit Teams for the summer. The **TEAM LEAD** is responsible for the smooth running of Camp Spirit at each site – ensuring the safety of participants and staff; and an environment of radical inclusion that builds safe, brave space for participants. The **TEAM LEAD** will be the director at each of the Camp Spirit sites and will play a significant role in the training, support, and evaluation of staff and YouthCrew. The **TEAM LEAD** is also responsible for ensuring alignment of the program with the vision and values of Camp Spirit.

1. **Lead the Staff Team:**
   - Support FaithQuest Lead, Guides and YouthCrew in their roles.
   - Co-facilitate Camp Spirit Guide orientation & training prior to the summer.
   - Lead morning and afternoon Staff Team meetings for planning, debriefing, reflection, and evaluation.
   - Facilitate teamwork and effective communication between FaithQuest Lead, Guides, YouthCrew, Site Host and Volunteers at each of the Camp Spirit sites.
   - Resource and empower Staff Team and YouthCrew in expanding strategies for engaging children.
   - Mentor staff team in leadership skills, offer reflection and support.
   - Meet with each staff team member individually at least once a week as part of supervision duties.
   - Provide team building, ongoing skills development, and support to Staff Team as required throughout the summer.

2. **Plan and Implement Camp Spirit weeks at up to eight sites:**
   - Communicate with First Third Ministry Resource & Engagement Facilitator and Summer Administrator regarding coordination for each Camp Spirit site.
   - Consult with the Camp Spirit Coordinator and Summer Administrator regarding registration updates, participant information, travel details, and newsletter information for each week of Camp Spirit.
   - Build relationships and consult regularly with the Site Host at each site prior to their week of Camp Spirit.
   - Develop a thorough knowledge of the Camp Spirit Curriculum (theme, stories, resources, and recommended activities) and work with the Staff Team to bring the curriculum to life.

- Work with FaithQuest Lead to provide resources and planning support to Guides for the program components of Camp Spirit.
- Provide lists of required supplies and resources to each site in ample time for the local site organizers to prepare.

4. Emergency and Safety Planning:
- Ensure the physical, emotional, and spiritual safety of all people involved in the Camp Spirit program.
- Examine and adapt or create (as needed) emergency and safety plans for each site.
- Ensure that staff are appropriately informed and trained in emergency and safety policies and procedures.
- Ensure that participants and volunteers are appropriately informed of emergency and safety policies and procedures for each site.

5. Communication, Evaluation and Documentation
- Maintain ongoing and consistent correspondence with staff, parents, and Site Hosts – through email, phone, and newsletter information.
- In partnership with FaithQuest Lead, provide the Summer Administrator with content to be shared on Camp Spirit social media and in site specific newsletters.
- In consultation with the Staff Team, ensure a thorough evaluation of program, facilities, and leadership.

6. Additional Duties as required

SKILLS AND ABILITIES
- Capacity to communicate Camp Spirit values
- Open and curious enough to have deep conversations about biblical and theological concepts
- Recognize and appreciate the way Jesus shows radical love and inclusion
- Ability to organize and be attentive to detail
- Significant ability to adapt and implement curriculum or children's program
- Able to work in an environment where interruptions are frequent
- Proven communication skills with individuals and groups
- Confident with speaking to and directing large groups of people
- Willingness and ability to provide leadership for and to work in a collaborative team
- Capacity to be healthy and centered during multiple and varied work demands
- Demonstrated ability to work in an ordered and organized manner as well as a capacity to be spontaneous, flexible, and to take initiative
- Capacity to communicate clearly, respectfully, and in a calm and effective manner.

EDUCATION, TRAINING, AND EXPERIENCE
- Considerable experience in ministry with children, youth, and young adults
- Previous experience with Camp Spirit is an asset
- Experience in collaborative team leadership
- Experience in supervision and training of staff
- Experience in a faith-based environment

- Experience in a summer camp environment is an asset
- Computer skills are an asset

CERTIFICATION:

Applicants must have up-to-date certifications or be willing to complete certification prior to starting work for summer.

- Standard First Aid
- Mental Health First Aid (*for People Working with Youth*)
- Little Warriors: Prevent It! Course https://littlewarriors.ca/course/little-warriors-prevent-it-online-workshop/
- YMCA BC LEARN – Child Protection Course https://learn.ymcabc.ca/bundles/cpc-child-protection-course

THE TEAM LEAD WILL BE REQUIRED TO:

- Travel both local and longer distances
- Sign the First Third Ministry Leadership Code of Conduct
- Provide Police Information Check including Vulnerable Sector Check. PIC's must be renewed if the date of issue is more than 2 years before the end of the Camp Spirit 2027.
- Must have a valid Driver's License
- Must have reliable access to a vehicle
- Work occasional evenings and weekends, including but not limited to those listed below. **Days in lieu will be planned accordingly.**
    - Start Date – Early to mid-May (TBA)
    - Travel to and participate in YouthCrew & Guide training – location TBA – May 21st – 24th.
    - Travel to and attend Sr. Staff Training – location TBA – Mid to late May.
    - Travel to and attend All Staff Training – location TBA – June 25 – July 1 (may shift to slightly later dates)
    - Other dates

COMPENSATION

The remuneration for this salaried position will be based on the applicant's experience, and between $24-$27 per hour. This position is 40 hours per week from early to mid-May to September 3rd, 2027

APPLICATION PROCESS

Applications will open October 28th, 2027, and close November 13th, 2027.

To find out more and apply, CLICK HERE.