



KIDS ACROSS AMERICA KAMPS **JOB DESCRIPTION**

<u>Position Title</u>	Director of Higher Ground
<u>Reports To</u>	KAA 3 Director/Interim ED/Oversite by CEO
<u>Department</u>	Operations Team
<u>FLSA Schedule</u>	Full-time/Salary/Ministerial Exempt/With Benefits
<u>Job Titles Supervised</u>	Higher Ground Assistant/Summer Staff
<u>Works Closely With</u>	KAA Directors and Operations
<u>Job Location</u>	Branson, MO, Golden MO./Non-Remote

Overview of the Position

The Director of Higher Ground (HG) in the training position is responsible for the oversight and advancement of our camper-related leadership training program. The position is in a time of transition to rebrand and redesign of the HG leadership space. This role will involve designing and implementing training initiatives for both campers and staff, aligning with HG's vision, mission, and philosophy. Key tasks include curriculum development and synergizing existing programs. The location of this position will be based in Branson, Missouri with required relocation to Golden, MO during the camp season from May to August.

Primary Responsibilities

Leadership

1. **Recruitment & Follow-Up:** Oversee the recruitment and follow-up processes for HG participants, including campers and staff.
2. **Servant Leadership:** Foster a supportive environment for direct reports, emphasizing teamwork, conflict resolution, and recruitment of urban leaders.
3. **Urban Ministry Opportunities:** Establish and maintain a database of urban ministry opportunities for aspiring leaders.
4. **Mission Trip Management:** Manage HG mission trips in collaboration with external ministry groups.
5. **Summer Staff Support:** Reside at camp during the summer to provide spiritual support and guidance to summer staff, promoting their leadership development.
6. **Communication:** Maintain regular communication with the Senior Leadership Team (SLT) regarding HG developments.



Management

1. **Travel & Training:** Travel during the winter trail and oversee the selection and training of summer staff and campers. Recruitment for all of KAA and HG staffing as needed
2. **Budget Management:** Collaborate with the CEO to maintain the annual training budget in compliance with financial policies.
3. **Meetings Participation:** Attend weekly Kamp Directors meetings and maintain collaborative relationships with outside ministries.
4. **Staff Meetings:** Attend all relevant HG staff meetings, either in-person or via Teams.

Public Relations

1. **Marketing Materials:** Ensure timely production and distribution of training brochures, newsletters, and other communications, in alignment with the Marketing Director.
2. **Campus Engagement:** Build and maintain relationships on college campuses to enhance recruitment efforts for HG

Development

1. **Fundraising:** Work closely with the CEO and Development team to identify fundraising priorities for training initiatives and cultivate donor relationships to secure funding.

Timeline of Position

- Year 1- Expectations Coming under a season of service
 - Training under the KAA 3 Director to learn about KAA and the way of HG.
 - HG Director-Rebrand-Work with CEO
- Year 2-Full Director of Higher Ground

Experience Required

1. **Management Experience:** Minimum of five years in general management and supervisory roles, with a proven ability to teach and train.
2. **Relational Skills:** Exceptional interpersonal skills to effectively engage with diverse cultural, age, and socio-economic groups.
3. **Administrative Skills:** Strong administrative capabilities, including excellent oral and written communication skills.
4. **Development Skills:** Proven experience in relationship building with donors, staff, and summer leaders to ensure ministry growth.
5. **Urban Ministry Background:** Experience in Christian urban ministries, preferably with a focus on camping ministries for urban youth.



Necessary Special Requirements and Expectations

- Commitment – to Christ and to the mission and vision of KAA
- Integrity – in all matters
- Discretion – the ability to handle restricted and confidential information in a professional manner and maintain the information with total confidentiality
- Inspirational – the ability to inspire confidence and lead a team with excellence
- Discernment – the ability to use sound judgment in the decision-making process

Commitment

This description is not intended and should not be construed to be an exhaustive list of all responsibilities, skills, efforts, or working conditions associated with this job. It is intended to be an accurate reflection of the principal job elements essential for making compensational decisions.

I have read and understand the above job description and accept the position of Director of Higher Ground.

Applicant
Signature _____ Date _____

Supervisor
Signature _____ Date _____

Date Revised: 12.2.2024