

OVERCOMER



KAA
Kids Across America

JOHN
16:33

CAA 1 / BIG ACE LEADERSHIP PLAYBOOK



Directors' Welcome

To the KAA 1 LShip,

My name is Joshua Jules, and I have the privilege of serving as the KAA 1 Men's interim Director this summer. I want to start by telling you how grateful I am for each and every one of you and that I am excited to walk alongside you. When I think about this summer and the men and women who will be serving together on this team, I'm reminded that God doesn't do things randomly. He is intentional. Know that I've been praying for you already not just for the work we'll do with campers, but for the work God will do in you. Summers like this have a way of shaping people. They stretch us, grow us, and sometimes even surprise us with what God teaches us along the way.

My hope for our team is simple: that we become a team who genuinely cares for one another and points each other toward Jesus. I want this team to feel like a place where you can be real. A place where we support one another, laugh together, work hard together, and remind each other why we're here when things get tough. Ministry can be challenging at times, but it becomes something really special when it's shared with brothers and sisters who have your back.

Leadership carries responsibility, but it also comes with incredible opportunity. Every day you'll have the chance to influence young people. The impact you'll have this summer may come through a conversation on a bench, a prayer before bed, a word of encouragement, or simply a camper watching how you live, how you treat people, and how you walk with God. My prayer is that when this summer ends, you won't just say you worked at a camp, you'll be able to say that God grew you here. That you left stronger in your faith, deeper in your relationships, and more confident in the calling God has on your life. I'm grateful for each one of you, and I'm looking forward to the summer ahead. Let's take care of the campers, take care of each other, and keep our eyes on Jesus through it all.

I'm glad to be serving alongside you.
With gratitude and expectation,

I cannot express how thankful I am that the Lord has brought each of you here. I want you to know this from the very beginning: you are not here by accident. The Lord, in His kindness and wisdom, has placed you on this team for this summer, for this moment, and for the people you will lead. I have been praying for you with much expectation. Not just for what we will accomplish together this summer, but for who you will become as leaders, disciples, and men and women of God.

My heart for this team is this: that we would create a culture of grace and authentic fellowship. A team that truly feels like family. A team where humility, love for God, and love for one another undergirds everything we do. We are not here to perform or prove ourselves. We are here to lead from the overflow of love for God. Not reservoirs trying to store it up, but vessels through which the Lord pours His love into the lives of our staff and campers. My prayer is that this leadership team becomes a place where people feel safe, known, encouraged, and challenged to grow. A place where we laugh real hard, work real hard, pray real hard, speak truth in love, and carrying one another when leadership feels heavy.



Leadership is weighty, but it is also beautiful when it is rooted in Jesus and shared in community. We do not carry the weight alone, though. Christ goes before us, and we get to lock arms with one another. My hope and prayer is that this summer shapes you into Christian leaders who do not stay stagnant, but multiply. Leaders who go on to mobilize others for the Kingdom of God. May Big Ace be a launching pad for your Kingdom impact, both here at camp and far beyond it.

I truly cannot wait to see how the Lord will use each of you. Let's lead relationally. Let's serve with humility. Let's love people well. Let's keep Jesus at the center of everything. Let's get turned up, laugh, celebrate, maybe dance a little, and enjoy the gift of doing Kingdom work together. So glad to be locking arms with y'all!!!
With so much love and expectancy,

Momma Mere

Meredith Conrad



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LSW SCHEDULE 2026

@ KIDS ACROSS AMERICA

THURSDAY

APRIL 9, 2026

- 6:00 PM Dinner at the PSM
- 6:15 PM Welcome, Staff Intros, and House Keeping
- 6:30 PM Ice Breaker/Team Building
- 7:00 PM Praise and Worship and Prayer
- 7:30 PM Individual Camp Time
- 9:00 PM Settle into Cabins

(HG - Keep it Clean)

FRIDAY

APRIL 10, 2026

- 7:00 AM Wake Up
- 7:30 AM Morning Devo
- 8:00 AM Group Discussions
- 8:15 AM Breakfast
- 9:00 AM Praise and Worship and Prayer
- 9:30 AM Individual Camp Time (KAA1 Onboarding)
- 11:30 AM Driver Test
- 12:30 PM Lunch PSM
- 1:30 PM Safety Training
- 2:30 PM Individual Kamp Time (KAA2 onboarding)
- 3:30 PM Break
- 4:00 PM Abuse Report Training / Minor Policy
- 5:00 PM CPR Training
- 6:00 PM Dinner PSM
- 7:00 PM Competition
- 8:30 PM Leadership Social
- 10:00 PM Settle in Cabins

(KAA 3 - Keep it Clean)



LSW SCHEDULE 2026

@ KIDS ACROSS AMERICA

SATURDAY

APRIL 11, 2026

- 7:00 AM Wake Up
- 7:30 AM DEVO
- 8:00 AM Group Discussions
- 8:15 AM Breakfast
- 9:00 AM Gospel Training
- 10:00 AM Leadership Charge/STW Schedule
- 10:30 AM Leadership Circuits Panel
- 11:45 AM Break Out Groups
- 12:30 PM Lunch with Leadership CO's
- 1:30 PM Individual Camp Time
- 3:30 PM Prayer Walk
- 4:00 Say-So at Kaleo Center
- 4:30 PM Showers
- 5:15 PM Team Pictures
- 5:30 PM Leave for STAFF BONDING EVENT!
- 6:30 PM Dinner at Event
- 9:30 PM Return
- 11:00PM Lights Out

(KAA1 - Keep it Clean)

SUNDAY

APRIL 12, 2026

- 8:00 AM Breakfast Clean Up
- 9:00 AM. Departure Pray
- Full Time Staff Clean Rooms

(All Hands on Deck -
Keep it Clean)

IMPORTANT DATES TO REMEMBER

5/13-5/22	Uncle Week
5/16-5/20	Auntie Week
5/18-5/19	Life Gaurd Training (arrival on 15th)
5/16-5/20	Boat Driver Training
5/15	Waterfront Coordinator Training
5/16-5/20	Ropes Training
5/20-5/30	Staff Training Week
5/31	Opening Day

Summer 2026 Session Dates

- Week 1: May 31 – June 5
- Week 2: June 7 – June 12
- Week 3: June 14 – June 19
- Week 4: June 21 – June 26
- Week 5: June 28 – July 3
- Week 6: July 5 – July 10
- Week 7: July 12 – July 17
- Week 8: July 19 – July 24
- Week 9: July 26 – July 31



Core Values

Leadership Weekend 2026

KAA Foundation

Our Vision

Transforming Urban Youth to Impact
their Communities for Christ

Our Mission

To Build Christian Leaders by Encouraging,
Equipping, and Empowering Urban Youth
and Their Mentors Through Camping and
Education



LEADERSHIP TEAM

mindset

Servant Leadership

Our mindset should always be is **servant leadership**. We want to lead those around us primarily through the way we serve. As a team, we desire to set the standard for what serving at kamp is supposed to look like. It is of the utmost importance that we operate with the next generation of leaders in mind. We want to set the example of, “Follow me, as I follow Christ.”

“Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. ⁴ Let each of you look not only to his own interests, but also to the interests of others.” - **Philippians 2:3-4**

“For even the Son of Man came not to be served but to serve, and to give His life as a ransom for many.” - **Mark 10:45**

Unity in Christ

As a team, our goal is to operate as a unified front and have one another back and best interests at all times. Peace, or “shalom”, means being wholly unified with God and with man. It is natural to have conflict and disagreements. However, in Christ and through communication, we should always seek understanding and unity with one another. Avoid gossip and slander. Take on encouragement and

“Therefore if you have any encouragement in Christ, if any comfort from His love, if any fellowship with the Spirit, if any affection and compassion, ²then make my joy complete by being like-minded, having the same love, being united in spirit and purpose.” - **Philippians 2:1-4**

“As a prisoner in the Lord, then, I urge you to walk in a manner worthy of the calling you have received: ²with all humility and gentleness, with patience, bearing with one another in love, ³and with diligence to preserve the unity of the Spirit through the bond of peace.” - **Ephesians 4:1-6**

3 keys to REST

1. Rest/abide in Christ (Spending Time in God's word daily)

A daily meeting with the Lord not only fills your cup, but allows you to re-present Christ to others throughout your day. Quiet time with God must be a priority.

“I am the vine and you are the branches. The one who remains in Me, and I in him, will bear much fruit. For apart from Me you can do nothing.” - **John 15:5**

2. Physical rest (Find time to take your FOB)

“Unless the Lord builds a house, its builders labor over it in vain; unless the Lord watches over a city, the watchman stays alert in vain. In vain you get up early and stay up late, working hard to have enough food — yes, he gives sleep to the one he loves.”
Psalms 127:1-2

3. Honor the Sabbath (TAKE OFF on your day off)

And he said to them, “The Sabbath was made for man, a not man for the Sabbath. ²⁸ So bthe Son of Man is lord even of the Sabbath.” Mark2:27-28

H.E.A.R.T. CHECK

H - Honor One Another

We will strive for compassion, fellowship, and unity in the body of Christ.

Love one another with brotherly affection. Outdo one another in showing honor.

- Romans 12:10

E - Equip Disciples of Christ

We are committed to teaching and modeling the ways of Christ and walking alongside you to help you grow in His image.

They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. - Acts 2:42

A - ALL IN!

Our goal is excellence in all that we do. We will work hard and play hard!

Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.

- Colossians 3:23-24

R - Reverence for God & His Word

Keeping the power and authority of God and His word in the forefront of our hearts helps us to walk in obedience daily.

The fear of the Lord is the beginning of wisdom, and the knowledge of the Holy One is insight. - Proverbs 9:10

T - Trust The Process

- We will commit to running our race and finishing well, even when opposition strikes.

Trust in the LORD with all your heart, and do not lean on your own understanding. In all your ways, acknowledge Him and he will make your paths straight. - Proverbs 3:5-6

...let us also lay aside every weight, and sin which clings so closely, and let us run with endurance the race that is set before us, looking to Jesus, the founder and perfecter of our faith... - Hebrews 12:1-2



LSHIP EXPECTATIONS

Leadership Weekend 2026

LEADERSHIP expectations

leadership culture



At KAA, we want to lead from a place of grace, building a culture that feels like **family**. Our desire is for both staff and leadership to feel safe, known, and deeply connected. As a director team, we are committed to checking in with you regularly—not just about camp tasks, but for your own **spiritual growth and leadership development**. We believe in **clarity of vision**, so we’ll take time together to unpack the “why” behind our structures and rhythms, ensuring that you understand the heart behind what we do. More than anything, we want to help you grow in your **identity in Christ** and in your confidence that you’ve been called to make a Kingdom impact.

leadership approach



As leaders, you will set the tone. You’ll be asked to step into **spiritual leadership**—confidently teaching the Bible, leading small groups, discipling staff, and offering encouragement rooted in grace. You will also lead like Jesus did: with a **servant’s heart**, willing to break down barriers and foster unity among staff. We ask you to balance **authority with compassion**, taking time to understand the “why” behind someone’s struggle before responding. We want to be a **supportive presence**, especially for counselors who need extra encouragement or help. You’ll also help facilitate and encourage **gospel conversations**—not only during structured moments, but also in organic, Spirit-led ways. Your **presence in cabin life** matters, and rotating through evening devos will help you connect more deeply with counselors and campers alike.

biblical foundations

Our leadership posture is rooted in Scripture. In **Luke 18:9-14**, we’re reminded not to lead with a Pharisaical spirit—our rules should serve our people, not burden them. And in **Matthew 18:21-35**, we’re called to extend grace as we have received it, always prioritizing care and compassion over rigid enforcement.

grace in practice

Grace doesn’t ignore problems—it transforms how we handle them. In the early weeks of camp, be patient with timeliness and adjustment as staff are learning the culture. Use discernment when handling safety issues and be gentle but clear in correction. When counselors are struggling, come alongside them rather than coming down on them. And when meaningful gospel conversations are happening—even after taps—make space for those holy moments. Our goal is always to let the **gospel shine** through every interaction.

LEADERSHIP

expectations

practical expectations

Leadership is a **shared responsibility**—we’re in this together. Be **approachable and relational**, present and engaged with both staff and campers. Regularly rotate through cabins for devos, tuck-ins, and nighttime presence. Be active during the day by teaching or attending at least one activity to connect with campers. Make time to eat at least **one meal a day** with the leadership team, and use other meals to connect with cabin groups. And don’t forget **Girl Time**—create experiences that are both fun and deeply meaningful, using that space to invest in the spiritual lives of our campers.

As part of your leadership responsibilities, you will also be:

- **Leading Small Groups** throughout the summer. This will include cabin discussions, devotionals, and camper reflections. Please read this short article to help you prepare:

[Five Tips for Leading Your Small Group](#)

- **Sharing Your Testimony** with campers and staff in authentic and gospel-centered ways. We’ve found these resources helpful as you prayerfully prepare your story:

[How to Share Your Testimony](https://www.youtube.com/watch?v=qfXnVkpmsyl), <https://www.youtube.com/watch?v=qfXnVkpmsyl>

- **Handling Conflict Biblically**. Conflict is inevitable—but how we handle it matters deeply. We are committed to cultivating a culture of **grace-filled peacemaking**, not peacekeeping. That means we face tension with humility, truth, and love. Please see **Watermark’s Conflict Resolution Field Guide**:

[https://assets.ctfassets.net/hw5pse7y1ojx/7vKqNgjSXiwuPWiHiLi4s/fccd5a75291524a6f31cb9b981d7abed/Conflict Field Guide 2021 12.pdf](https://assets.ctfassets.net/hw5pse7y1ojx/7vKqNgjSXiwuPWiHiLi4s/fccd5a75291524a6f31cb9b981d7abed/Conflict_Field_Guide_2021_12.pdf)

- Additional tools for your toolkit:
- <https://www.watermark.org/message/1164-how-to-get-seven-a-s-when-you-work-through-conflict>
- <https://www.watermark.org/message/1160-pseudo-christianity-the-result-of-dealing-with-conflict-without-god-in-our-corner>
- <https://www.watermark.org/message/3893-resolve-to-deal-with-anger>



THE UPPER ROOM

Leadership Weekend 2026

THE UPPER ROOM

This summer, our leadership team will spend time studying **John 13-17**, often called the **Upper Room Discourse**. These chapters capture some of the most meaningful and intimate moments in the life of Jesus. It is the night before His crucifixion. Knowing what was coming, Jesus gathered His disciples for one final meal and gave them words meant to prepare their hearts for the days ahead. Because these are Jesus' final teachings before the cross, they are worth slowing down to study carefully.

In these chapters we watch Jesus model servant leadership by washing His disciples' feet, commanding them to love one another, and preparing them for the challenges they will face. At the same time, Jesus reveals the heart of the Father and reminds His followers that God's presence will remain with them.

Our theme this summer, **Overcomer**, comes from **John 16:33**:

"In this world you will have trouble. But take heart; I have overcome the world."

Jesus does not ignore the reality of hardship. In fact, He promises it. Leadership, ministry, and life will bring challenges. But after acknowledging this, Jesus gives a command: *"Take heart."*

In the Greek, this phrase carries the force of an imperative—a call to be courageous and stand firm. Our courage does not come from our own strength, but from the victory of Christ himself. Jesus has already overcome the world. Shouldn't that give us all the confidence in the world?! Because of this we don't lead from fear or discouragement. We lead from the assurance that Christ has already won.

Throughout the summer, we will return to these chapters and continue studying them using a simple inductive Bible study method: *What does the text say? What does it mean? How should we live in light of it?* As Jen Wilkin reminds us, we must learn to love God with our minds before we rush to apply Scripture to our lives.

In the weeks leading up to camp, begin reading **John 13-17** *slowly and thoughtfully*. Pay attention to how Jesus leads, how He loves His disciples, and how He prepares them for what lies ahead.

When challenges arise this summer—and they will—return to John 16:33. Trouble is real, but so is the victory of Christ.



OUR TEAM

Leadership Weekend 2026

DIRECTORS



TEDDY

*JOSHUA JULES
Lead Director*



MOMMA MERE

*MEREDITH CONRAD
Women's Director*



TADPOLE

*TY BOZEMAN
Assistant Men's Director*



JAZZY B

*JASMINE BARNES
Assistant Women's Director*

LADIES



TINK

JAMIE TINKER
Programs



BIG DAWG KAY

Kaelyn Car
Athletic Director



NAY NAY

NAOMI GEURIN
Locker Coordinator



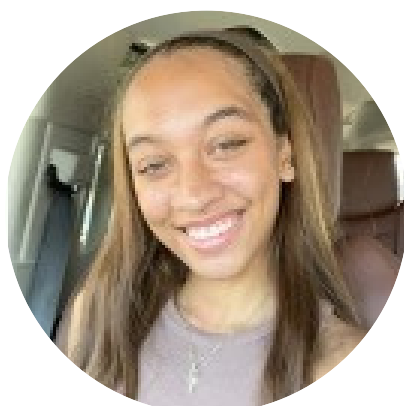
KARLIE-QUE

KARLIE HORSTMANN
DHDL



TT

ARI BRADLEY
ODL



JOURDY

JOURDYN MCKINNEY
Camper Care



BELAY BAE

FAITH FRANKLIN
Ropes

FELLAS



PROGRAM PAPI

NATE HARRY
Programs



CHAZZY SLUGGER

CHAS BURKS
Athletic Director



THE WAVE WHISPERER

OWN BRAWNER
Dock Dad



SILLY STERV

STERVIN SMITH
Camper Care



KNOCK KNOCK ENOCH

ENOCH ODOM
Locker Coordinator



LSHIP GOSPEL FOCUS

Leadership Weekend 2026

LEADERSHIP GOSPEL

focus

Encouraging, Empowering, and Equipping

Encouraging, Empowering, and Equipping—Through the Gospel

“The Christian story provides us with such a set of lenses, not something for us to look at, but for us to look through.”— Leslie Newbigin

This summer at KAA, we’re not just filling roles—we’re forming a **unified body**, each of us with specific gifts, strengths, and assignments that contribute to the larger story of what God is doing in this place.

Each leadership position you’ve been entrusted with will include a **gospel focus**—a tailored vision that helps you see your job through the lens of Christ, not just through the lens of logistics or responsibility. These lenses are not simply spiritual add-ons—they are essential to how we serve, how we think, and how we lead.

The **gospel is the framework** that informs everything: the way we lead, how we deal with conflict, how we celebrate, how we disciple, and how we point campers and staff to Jesus. It reminds us that we were not saved to simply perform well—but to be transformed into people who live and lead differently, because **we belong to Christ**.

So as you prepare to step into your leadership role this summer, ask yourself:

- How does this role uniquely **give me opportunities** to display and declare the gospel?
- How does my **leadership build others up**, rather than build myself up?
- How can I lead in a way that **reflects Christ’s character** and not just my own personality?
- Do I approach challenges as **gospel opportunities** or as frustrating distractions?
- Am I eager to **serve God first**, others second, and myself third?

The **gospel-centered leader** is someone who recognizes that their worth is not in what they produce, but in **who they belong to**. It’s someone who has learned to rely on Christ’s strength in their weakness (2 Cor. 12:9) and has set their heart not just on getting things done—but on loving people well in the process.

Just like the church, this leadership team is a **body**—many members, one mission (1 Cor. 12). We all have different functions, but we share a common goal: to glorify God and make Christ known to everyone who comes through the gates of this camp. That means we lead not in competition, but in collaboration. Not to impress, but to serve. Not to gain attention, but to **direct attention to Jesus**.

This is not about doing your job in isolation—it’s about owning your role while remaining connected to the whole. Just as Christ sees us not only individually but as His bride, His body, and His beloved, we must learn to see one another as teammates—not just coworkers, but **co-laborers for the Kingdom**.

LEADERSHIP GOSPEL

focus

The Gospel Focus Reminds Us:

- That **every role matters**—because it contributes to the spiritual, emotional, and physical safety and growth of campers and staff.
- That **humility is the posture of a godly leader**.
- That we lead not to be served, **but to serve**—because Christ first served us (Mark 10:45).
- That our **unity as a team is a testimony** to the gospel’s power (John 17:21).
- That the work ahead of us is **not our own**, but God’s—and He will accomplish it through us, for His glory (Eph. 2:10).

So this summer, let’s be a team that leads from the **overflow of the gospel** in our own lives. Let’s lead with joy, repentance, perseverance, and grace. Let’s lean into our roles with the understanding that **God has placed us here on purpose, for His purposes**.

“It is not enough to merely know the gospel. We must passionately, actively, and intentionally live the gospel in all facets of life—including our leadership.” – Scott Thomas, Gospel Shaped Leadership



JOB DESCRIPTIONS

Leadership Weekend 2026

LEADERSHIP

Responsibilities & Expectations

RESPONSIBILITIES

- Attend LSHIP meeting on time.
- Lead Counselor Huddle each morning at Flag. Be prepared with a devo at all times and challenge counselors to share as well.
- Attend designated meal time and check in with counselors/komos/OGs.
- Lead Small Group on M/W/Th using DNA curriculum.
- Complete the Camp Roaming Sheet and sign-off on it
- Teach 1-2 classes daily
- Serve in the dining hall minimum 3x's per term
- Facilitate Challenge Course when scheduled by Assistant Directors
- Engage and assist in all evening programs. Dress up and Participate!
- Cabin and counselor checks during TAPs.
- Clean and organize LSHIP office space during changeover
- Clean and organize LSHIP cabin during changeover
- Participate in all camp clean up during changeover
- Prep Pros & Grows for the beginning of each session
- Identify a potential successor by the end of the summer. Must receive Director approval!

EXPECTATIONS

- LEAD WITH LOVE!
- Always operate with integrity.
 - Familiarizing yourself and following all kamp guidelines and protocols
- Open communication.
 - A team who talks is a team who progresses.
- Invest in the staff.
 - Small Group
 - Encouragement
 - Prayer
 - Accountability
 - TIME
 - Writng Notes
- Always be VISIBLE and AVAILIABLE
 - Ministry of presence.
- Know YOUR role. Have THEIR back.
 - Don't do the "bare minimum."
 - Go above and beyond!
 - We won't say: "That's not my job."
- Out serve one another
- No one is done until we're all done!

ASSISTANT DIRECTOR

A servant leader, trusted voice, and right hand to the Director.

As **Assistant Director**, you are a key leader who sets the tone for unity, excellence, and care across camp. You support the Director, help oversee daily operations, guide Leadership Team members, and provide accountability and structure. You are someone who can lead with strength and humility, **serve behind the scenes**, and step up when needed.

Why This Role Matters

The Assistant Director is the glue of leadership—connecting the Director’s vision to the practical, day-to-day work of the team. You carry responsibility for people, communication, and culture. When things get chaotic, you bring calm. When gaps show up, you step in. When leaders need support, you offer wisdom and accountability.

In short: you help the Director lead camp well—spiritually, operationally, and relationally.

Staff Training: Helping Build the Foundation

- Lead by **example**—set the standard for excellence, humility, and service on your side of camp.
- Help assist with the AD’s of the other camps in work sessions to get the camps ready.
- Support the Director in determining **first-week counselor/co-counselor pairings**.
- Help Leadership Team members **get organized, understand their roles, and lead confidently**.
- Begin planning the **Vespers and Lifer Parties** with your Director.

During Camp: Support, Stewardship, and Stepping Up

Leadership Support & Staff Oversight

- Meet **daily 1-on-1 with your Director** for updates, alignment, and check-ins.
- Be the **go-to support person** for your camp’s Director—free them up to lead with vision by handling tasks, solving problems, and managing the daily details.
- Present a **unified front** to staff at all times—disagreements or decisions are discussed privately.
- Be a relief for counselors when needed. **Support** them by giving them a quick break (taking over classes, letting them get a Gatorade, letting them have quiet time)
- Provide accountability to your side’s **Leadership Team** (LSHIP):
 - Help them stay on time for meals
 - Ensure Championship Locker is happening in cabins
 - Enforce leadership curfew
 - Encourage attitudes and behavior that are **above reproach**
 - **DON’T FORGET ABOUT YOU. Yes, you are there to support everyone, but YOU also need to take care of yourself!**

Daily Operational Responsibilities

- Know and be ready to act on **Kamp protocol**:
 - Crisis Management
 - Abuse response procedures
 - Lice protocol
- Serve as **point leader** when the Director is off-site.
- Communicate and support the Director in collecting and organizing term evaluations for counselors, Komos, maintenance, and OGs.
- Coordinate and communicate schedule changes to key personnel (ODL, DHDL, cooks, Komos, nurses, Kaleos, etc.).
- Help with **managing 2-4 off-time rotations** for both Leadership and 2-6 counselor teams.
 - Point of contact for minors. Make sure the staff know that you are the contact week to week especially on 2-6’s.

Special Events & Opening Day

- Women's Side: Help greet and register camper cabins. Hype-ness encouraged! (some guys may be needed if there are not enough OG's)
- Men's Side: Assist with all Opening Day logistics (and grill support, as needed!).
- Assist with planning and coordinating **Opening Day Evening Program** and **Vespers** (you will work closely with directors and programs team).
- Conduct camper and staff check-ins weekly.
- Assist with **weekly counselor pairings** (CO selections).

Special Projects: S.S./B.B. & Lifer Party Coordinator

- Work with the Director to:
 - Select the **party theme/aesthetic**
 - Choose the **date**
 - Assign the **decor crew and waitstaff**
 - Coordinate **food and logistics**

Miscellaneous Responsibilities

- Know the staff paperwork responsibilities in case your Director is unavailable.
- Assist in the execution of other leadership duties as assigned.
- Be the bridge between Director and staff—modeling joy, service, and spiritual maturity.

Bottom Line

You're both a center-stage and behind-the-scenes leader who helps camp run smoothly, keeps people unified, and carries authority with humility. You don't need a spotlight all the time—but you shine by empowering others to succeed. You're trusted because you're faithful.

When you lead with strength, love, and loyalty—camp is stronger for it.
Ready to step into the gap and lead with purpose? Let's go!

Gospel Focus for Assistant Director

Your role may not always be center stage at times, but it is undeniably pivotal. You are the support beam that allows others to lead boldly. As Assistant Director, you are called to serve both quietly and powerfully, to lead with humility, and to walk in step with the Director so that the vision and heartbeat of camp remain strong and unified.

In Philippians 2:3–4, Paul writes:

"Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others."

This passage is a picture of your daily rhythm. You're constantly stepping into the gaps—solving problems before they arise, listening for what isn't said, and providing care to both leaders and staff alike. You are not just executing tasks—**you are pastoring people, empowering others, and modeling the character of Christ.**

Jesus Himself modeled this kind of leadership. Though fully God, He chose to kneel and wash feet (John 13), to serve rather than be served (Mark 10:45), and to walk patiently with His disciples, guiding them step by step. You get to mirror that same kind of leadership—quietly but consistently shaping the culture and health of your side of camp.

When you lead with integrity, when you support your Director in private even when it's hard, when you hold the line with joy and strength—you are reminding everyone that leadership is not about power, but about presence and sacrifice.

As you encourage your leadership team, hold them accountable, and care deeply for the counselors and campers, know that you are reflecting the heart of the One who holds all things together. Your behind-the-scenes faithfulness is building something eternal.

May your role be marked by quiet confidence, deep dependence on Christ, and a joy that comes from knowing you're helping others thrive in their callings.

"The measure of a great leader is not how many serve them, but how many they serve."

"Well done, good and faithful servant...You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!" – Matthew 25:21

Let your leadership be a living example of Jesus—the One who leads with both authority and compassion, and whose yoke is easy and burden is light.

HEAD SCHEDULER

The heartbeat of camp's daily fun starts with YOU!

As Head Scheduler, you're in charge of keeping camp running smoothly! You'll create the daily schedule for campers and counselors, making sure every activity is set up for success. You'll work closely with your Co-Head Scheduler, ODL, Locker Coordinator, the Lakefront Coordinator, both Head Ropes, and Pool Head to avoid conflicts and ensure Boat Drivers and Lifeguards are where they need to be.

This role requires **organization, communication, and a great attitude**—you're the behind-the-scenes MVP making camp magic happen!

Opening Day: Kick It Off Right!

Smile! You're one of the first faces campers see at Big Ace. Hype them up during check-in and specialty sign-ups! Let them know how much fun they're about to have.

During Camp: Running the Show (Behind the Scenes)

Cabin Schedules: Work with the Locker Coordinator (challenge course) to create daily cabin schedules.

Water Time: Collaborate with Dock Daddy to create a weekly dock schedule (tubing & fishing class).

High-Flying Fun: Team up with Ropes Heads to set up the weekly treetops schedule.

Daily Assignments: Keep counselors in the loop! Announce activity placements at Huddle and remind them to check posted schedules.

Big-Picture Planning: Communicate schedule updates to all staff, including auxiliary staff (Co-HS, ODL, Dining Hall, Nurses, KSTs, etc.). If big changes happen, ODL can announce them.

Stay Present: Finish the next day's schedule before the evening program—so you can actually enjoy camp during the day! Consider forming a small scheduling team (Assistant Director, ODL, LC) to help with efficiency.

Visibility is Key: Post the daily schedule in the office, at the flagpole, and inside the dining hall so everyone stays informed. And when in doubt—**USE THE PA SYSTEM!**

Why This Role Matters

Camp doesn't run itself—YOU are the mastermind behind making sure every camper gets to experience the best of what we offer. Without you, activities would be chaotic, and we can't have that! This role is a perfect fit for someone who loves organization, teamwork, and making Kamp unforgettable.

Ready to step up and make camp flow like clockwork? Let's go!

Gospel Focus for Head Scheduler:

We serve a God who brings order to chaos. When you read the Bible, you see God's plan in action! God's redemptive story can be summed up as his ultimate plan—to reconcile mankind to himself (Acts 2:23). God is a planner—even the smallest, specific details are important to Him. What a comforting thought to know that the Creator of the universe loves us and has a plan for our lives, and our sins and mistakes cannot thwart his ultimate plan for us.

The Head Scheduler carefully and intentionally plans and structures staff, day-to-day schedules, and activities to the glory of God. Their role in scheduling is ultimately to prayerfully come alongside God in helping His Word go forth, scheduling things so that hearts will have opportunities to hear the good news.

Commit your work to the LORD, and your plans will be established. – Proverbs 16:3

For which of you, desiring to build a tower, does not first sit down and count the cost, whether he has enough to complete it? Otherwise, when he has laid a foundation and is not able to finish, all who see it begin to mock him, saying, 'This man began to build and was not able to finish.'-- Luke 14:28-30

ATHLETIC DIRECTOR

The Hype. The Energy. The Competition. It All Starts With You!

As the **Athletic Director**, you set the tone for sports, activities, Tribal competitions, and camp-wide awards! You're in charge of training staff, organizing equipment, and making sure competition stays **hyped, fair, and Christ-centered**. You'll work closely with Directors, Assistant Directors, and the Locker Coordinator to keep things running **smoothly, safely, and with maximum fun**.

This role is **big-time leadership**—you're not just running games; **you're shaping an unforgettable, high-energy experience that teaches teamwork, resilience, and faith**.

During Staff Training: Get the Team Ready!

- Administer **C.O. Tests** (with the Assistant Director) to ensure staff are trained and ready before camp starts and between terms.
- Work with your **Co-AD** and Assistant Directors to coordinate C.O. training classes.
- Help choose **Tribal Alphas & Specialty Heads** alongside the Director & Assistant Directors before camp and at mid-summer.

During Camp: The MVP of All Things Sports & Competition

Curriculum & Activity Oversight

- Use your creativity and biblical perspective to improve activity binders as you see fit—add fun ideas, biblical truths, and practical tips to better equip staff.
- Visit classes to **observe and encourage** staff as they teach. You can even teach a class or two!
- Ensure each specialty class has a **binder with curriculum and roll sheets** (check between sessions & remind staff to return them).

Tribal Competitions & Camp wide Hype

- Plan and organize Tribal Relay Competition for Thursdays—start prepping and ordering materials early (LSW)!
- Help Directors select Tribe Alphas (leaders for weekly competitions/opening day pep rallies).
- Track Tribal Competition scores & keep them posted so staff stay engaged.
- Gather tribal jerseys and bring to daily competitions—wash weekly (or daily, if needed...fellas...)

Awards & Recognition

- Assist with coordinating cabin awards, Tribal awards, and championship locker awards with the Locker Coordinator & Leadership Team.
- Work with counselors to pick Lower (1-4) and Upper (5-8) Division Winners each session.
- Help LC with daily championship locker scores—**DO NOT** let campers see the score sheet!
- Assist with planning Vespers awards: Prepare setlists, stuff envelopes, and bring all awards (plaques, ribbons, t-shirts, bracelets, etc.).
- Track and take photos of I'm 3rd Award Winners (record names, ministries, Kaleo names, and sessions).

Game Equipment & Safety

- Keep the athletic/activity closets organized and stocked.
- Work with directors to coordinate equipment and safety needs.
- Take inventory before and after sessions to ensure everything's in place.

ATHLETIC DIRECTOR

Why This Role Matters

Camp competition is more than just games—it's where friendships grow, character is built, and the best memories are made! YOU bring the hype, structure, and vision to make activities and competition **some of the most unforgettable parts of camp.**

Are you ready to lead, inspire, and bring the ENERGY? Let's go!

Gospel Focus for Athletic Director

As you teach and organize athletic growth and competition, it is important to emphasize how the gospel looks at hard work and identity. Whereas the secular says, your performance is what gives you value, the gospel says that what Christ has accomplished for me tells me about my value, but also about the depths of my need for God. Combat pride and emphasize humble coachability through the gospel. Encourage people to place their identity not in their performance but rather in Jesus' finished work and love for them. Then, encourage them to work from that place of belonging and acceptance, to work hard knowing that their value and worth is not based on their excelling or waning performance (something that is inconsistent and fragile).

Emphasize how the gospel brings freedom to the athlete, to work hard and to be a good teammate for God's glory (Col. 3:23), to work and play with all your heart as though working for the Lord and not for man. Encourage them to know the futility of how others think of them, and the joy of playing and living, practicing, and playing to honor and glorify, and enjoy the blessings of God in sports.

LOCKER COORDINATOR

The heartbeat of staff encouragement, cabin life, and championship culture!

As the Locker Coordinator, your job is to support staff, hype up cabins, and ensure Championship Locker is done well. You're a key part of keeping camp organized, encouraging, and fun, making sure staff and cabins stay on track while creating a Christ-centered culture where campers and staff grow.

This role **MATTERS** because when counselors are supported and challenged, their cabins thrive—and when cabins thrive, campers experience the love of Christ in action!

Staff Training: Setting the Tone

Train counselors on Championship Locker expectations, guidelines, scoring, and coaching their cabins to improve.

Work with Directors to **brainstorm strong co-counselor matchups**.

Meet with the **Locker Coordinator Co-Lead** to align on **game plan & teamwork** for the summer.

Work with Assistant Directors with introducing **Blind Barnabas/Secret Sis** sign-ups (see Miscellaneous).

During Camp: Supporting Staff & Championship Locker

Cabin Support & Championship Locker

Get to know the staff! Learn their testimonies, personalities, passions, and fears—the more you invest now, the more impact you'll have later.

Check in on counselors with cabin walk-throughs and encouragement.

Assign & schedule judges for Championship Locker.

Review **Character Quality Awards (CQs)** and facilitate revisions by Thursday morning.

Oversee **Lost & Found** (keep it organized!).

Make sure cabins stay stocked with needed supplies & that required postings (Getting the Job Done & CPP 3R's sheets) stay up.

Work with KAA1 maintenance for cabin repairs.

Cabin & Tribal Awards

Coordinate all major awards—Championship Locker, Tribal Awards, Krunkest Kabin, etc. (work closely with Programs & Athletic Directors).

Meet with counselors to select Lower (1-4) and Upper (5-8) Division winners.

Assist your Athletic Director with Tribal Competition scoring & ensure counselors submit daily results.

Vespers & Camper Celebrations

Ensure Character Quality & Cabin Awards are ready for Closing Night.

Interview I'm 3rd Award winners and prepare a brief bio for Directors to read at Vespers.

Work with Programs & Athletic Directors to organize award distribution.

Changeover: Prepping for the Next Wave of Campers

Help counselors reset and prepare cabins for the next session.

Assist with general work sessions.

Come ready with pros & grows for the staff meeting.

Miscellaneous Responsibilities

Coordinate with Assistant Director for Blind Barnabas/Secret Sis—assign at Weeks 1 & 6, track participation, and plan the reveal social at the end of each term.

Be **ALL IN** during evening programs—hype, support, and engage!

Help lead Challenge Course when needed.

LOCKER COORDINATOR

Why This Role Matters

Camp thrives when counselors thrive—and YOU are the spiritual and practical support system that keeps them going strong. Your leadership, encouragement, and organization make all the difference in cabin life and camp culture.

Ready to step up and make an impact? Let's go!

Gospel Focus for Locker Coordinator

The Locker Coordinator lives out the gospel every day by putting the needs of others before their own. They act out the gospel daily by living out the self-emptying love of Christ for the sake of others (Romans 12:1-2). Seeing your role through a gospel lens means you are faithfully walking alongside our staff as they navigate their role, meeting them where they are, and encouraging them to remember who they are in Christ. You have great opportunities to live out God's call to bear one another's burdens (Galatians 6:2).

The Locker Coordinator takes on the role of shepherding—gently guiding, helping, and sacrificially loving counselors in a Philippians 2 way, ministering with the same kind of selfless love that Jesus exemplified on the cross. “Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.” (Phil. 2:3-4)

DINING HALL DISCIPLESHIP LEADER (DHDL)

Serving meals, serving people, and serving Christ—this is where discipleship meets delicious.

As the Dining Hall Discipleship Leader, you're not just running the kitchen—you're leading a team, creating community, and helping transform the dining hall into a place of excellence and encouragement. From managing food safety to pouring into your Komos, you're setting the tone for both order and impact in one of the busiest places on camp property.

Why This Role Matters

The dining hall is more than just a place to eat—it's where campers are fueled, friendships are formed, and Christ-like service is on display. As DHDL, you lead the way in spiritual investment and operational excellence, making the kitchen not just efficient, but deeply meaningful. You're shaping culture through every plate and prayer.

Your Core Responsibilities

Operations: Clean, Safe, and Efficient

- Enforce food handler guidelines and maintain a clean, safe kitchen environment at every meal.
- Work with the Kitchen Manager to stay aligned on all things food-related, including order needs (turn these in every Sunday and Wednesday as needed).
- Follow the menu and coordinate specialty meals for Ski Kamp, parties, and picnics.
- Oversee Komos and your Assistant DHDL—assigning daily tasks and ensuring cleaning checklists are completed.
- Manage time off and 24s for yourself and your Komos.
- Supervise and support volunteer kitchen groups when they're serving at camp.
- Regularly meet with the Kitchen Manager to discuss wins, needs, and improvements.

Komo Cabin Culture

- Like a counselor, lead a meaningful evening circle time with your Komo cabin team. Create space for them to share openly, pray together, and engage in Christ-centered conversations. It's a powerful way to **offer support, build trust, strengthen relationships**, and end the day rooted in truth.
- Plan **fun bonding activities** to build unity and joy within your team.
- Encourage your Komos to '**adopt a cabin**'—an intentional way to build relationships with a group of campers throughout the week. This could look like introducing themselves early on, leaving daily encouragement notes, decorating their table for Thursday's Disney Day, celebrating birthdays with cake and a song, and joining them for one evening cabin circle time each week (Tuesdays are a great option!). It's a simple but powerful way to invest personally and show Christ's love in creative, thoughtful ways.

Discipleship: Leading with Purpose

- Lead Bible Study twice a week for your Komos.
- Make time for intentional 1-on-1 and group discipleship throughout the week.
- Prioritize daily prayer and quiet time—model this for your Komos.

DINING HALL DISCIPLESHIP LEADER (DHDL)

Leadership: Own the Role & Grow Your Team

- Serve on your camp's Leadership Team—be present and proactive.
- Attend Leadership Bible Studies with the Director of Food Services and others.
- Partner with Directors and the Kitchen Manager to ensure meals, supplies, and picnic/party food are planned and communicated in advance.
- Complete any tasks assigned by the Women's Director, Kitchen Manager, or Director of Food Services.

Need More Details?

Check out the DHDL/Kitchen Manager Playbook for deeper guidance. And remember: ASK QUESTIONS. Clarity is key. Krista is your go-to.

Bottom Line

This job is not just about food—it's about forming disciples, building community, and creating a culture of service that points people to Jesus. The dining hall runs because of your leadership. Let your work reflect Christ and make this summer unforgettable.

Ready to lead with excellence and serve with joy? Let's do this.

Gospel Focus for DHDL

Food is a great unifier of people. Not only does the ministry of the team you lead provide important nourishment and communal gathering for Kamp, but it also points to the God who provides sustenance for our daily lives. Your ministry of daily meals points to Jesus, who is the bread of life, who satisfies us fully. Whoever believes in Him will never be hungry or thirsty.

Consider how your ministry can point Kampers and Komos to Jehovah Jireh—our provider. Consider how your ministry can encourage Kampers and staff to hunger and thirst for righteousness. Our eating together points us to the coming of Christ and the meals to come (Isaiah 25:6-9; Revelation 19:6-9). Every meal is an opportunity to thank God and have eternity in mind, looking forward to the feast to come. As you disciple the Komos, consider how their work points others to God, reminding them of Christ and how each meal is from Him and for Him, and continue to encourage them to hunger and thirst for God's righteousness, which comes from Christ alone, to permeate their life, as yeast works through the dough of our life (Matt. 13:33).

CAMPER CARE

The Champion of Every Camper's Experience!

As the Camper Care Lead, your role is all about making sure campers feel safe, supported, and seen. You oversee camper discipline, help counselors navigate tough behavior situations, and ensure every camper has a positive and transformational camp experience.

This job **MATTERS BIG TIME** because campers don't just need fun—they need someone who sees them, guides them, and helps them belong. You're the bridge between **discipline and discipleship**, helping kids and counselors grow through challenges.

Staff Training: Setting the Standard for Camper Care

Facilitate conversations with counselors on handling camper behavior & discipline with wisdom and grace.

Train counselors on the **Getting the Job Done** sheet & how to properly log discipline issues.

Model relationship-building—on Opening Days, show staff how to connect with campers from Day 1.

Help train counselors on Camper Protection Protocols (CPP) and why they matter.

Know CPP guidelines inside and out—you're the camp's **CPP champion!**

During Camp: Keeping Campers Thriving & Counselors Equipped

Camper Connections & Behavior Support

Be the first person to show genuine care for campers at check-in—help them transition smoothly to cabins.

Visit every cabin before dinner on Opening Day to set the tone for a great week. Ensure every camper understands and signs the Cabin Commitment Card (including late arrivals).

Keep an eye on homesick, struggling, or isolated campers—be their advocate! Coach and correct counselors on wise, effective discipline (camp is not the military, but we do value structure!).

Discourage unfair group discipline—make sure corrections are just and effective. Check the discipline log multiple times a day—track camper behavior patterns.

When necessary, communicate escalated/pattern behavior issues to the Director and Assistant Director.

Keep private, detailed notes on campers in the discipline system to ensure fair and consistent care.

Building a Stronger Camper Community

Oversee & facilitate Harambe & Kaleo Socials (Tuesdays during Harambe hour—assign locations & provide guidance).

Raise awareness of campers without a Kaleo and ensure they are included.

Supervise all evening programs—your eyes are always on the campers first (aka Party Security!).

CAMPER CARE

Changeover: Resetting for the Next Session

Help counselors prep cabins for the next wave of campers.

Assist in general work sessions to keep camp running smoothly.

Come prepared with pros & grows for the staff meeting.

Why This Role Matters

Campers will remember the fun, but what truly changes lives is feeling seen, supported, and loved. YOU are the one who helps turn challenges into growth, struggles into victories, and tough moments into transformational ones.

If you love mentoring, guiding, and making sure every camper has a chance to thrive, this role is for YOU!

Are you ready to step in and make a difference? Let's go!

Gospel Focus for Camper Care

Camper Care takes the gospel and works on more than simply correcting behavior or delving out consequences. For believers, the gospel leads us to examine ourselves and say, "Something in my life has become more important than God," and so Camper Care approaches behavioral issues armed with the gospel's unique ability to get at the heart of the issue, not simply the effects of a poor decision.

You are encouraged to not simply say, "repent" or to let issues go, but to address the heart of the camper's behavior with the freeing news of the gospel and its grace leading to repentance, rather than superficial behavior modification.

"Caring for God's church demands that we pay careful attention to ourselves and the people who the Holy Spirit entrusts to us"
-Scott Thomas, *Gospel Shaped Leader*

Pray through the characteristics of biblical discipline as you seek to guide others toward Christ in your role (from Gospel Shaped Family).

1. Biblical discipline begins by establishing godly authority and respect (Romans 13:1, 1 Peter 5:5).
2. Biblical discipline is an expression of love (Hebrew 12:6-7).
3. Biblical discipline focuses on the Gospel (Mark 7:21; Luke 6:45).
4. Biblical discipline leads to repentance (Proverbs 28:13, Romans 2:4).
5. Biblical discipline applies God's methods in Scripture (2 Timothy 3:15-17).

PROGRAMS DIRECTOR

The VIBE. The HYPE. The FACE of KAMP!

As the **Programs Director**, YOU are the **heartbeat of camp's energy!** Every theme night, every epic party, every unforgettable Say-So—it all happens because of YOU. You'll create, plan, and execute high-energy programs that bring joy, create memories, and point campers to Jesus.

This job **MATTERS** because a camp with no energy is just a bunch of people sitting around—but you make camp come alive! When you bring the **hype, campers open up, have fun, and experience the love of Christ in a fresh and unforgettable way.**

Staff Training: Setting the Standard for HYPE

Take inventory of all sound equipment (mics, speakers, amps, boards, cords—make sure we're ready to go!).

Train staff on HYPENESS. (If they aren't hype yet, they will be after you're done!)

Teach cheers and strolls so staff can lead the energy all summer.

Teach and convey the importance of the Bumblebee awards

Develop setlists for all major programs.

Train and prep staff for Cross Talk, modeling how to engage the crowd and make an impact.

Finalize **Opening Day plans** with Assistant Director team and prep rainy-day backup plans (because the show must go on!).

Model Y.O. skits and meal announcements so staff know how to set the tone at every meal.

Establish the Dining Hall Atmosphere:

- Cheers
- Engagement
- Music
- Hype Sessions

During Camp: Running the Show & Creating the Experience

The WHY Factor

Use creativity and strategy to communicate the why behind the fun—help campers connect cheers like 'P31' and 'MOG' to their deeper biblical meaning. What is a Proverbs 31 woman? What does it mean to be a Man of God? These aren't just chants—**they're invitations to live with purpose.** Whether it's starting FUAGNEM with a devo, showing a powerful video, or having a heart-to-heart mid-hype, lean into the moments that make truth stick.

"If they've got the gift, you must uplift!"

Identify and empower enthusiastic and talented staff to support various program elements (e.g., skits, camper greetings, Cross Talk, etc.). Recognize gifts and character, delegate accordingly, and share leadership opportunities to strengthen the team and enhance the program

Program Execution

Lead and execute **all major programs: Opening Day & Night, Imprint, Parties, Church, Say-So, Vespers.**

Oversee every detail of camp-wide events:

- Setlists
- Decorations
- Lights
- Costumes
- Games
- Music
- Speakers/Teachers
- Slides/Videos

PROGRAMS DIRECTOR

Oversee FUAGNEM, assigning different Leadership guys/girls to lead each day.

Lead the Programs Production Crew:

- **Stage Manager:** Handles speaker needs, mic adjustments, props, and water.
- **Sound Booth:** Runs the soundboard, lights, computer, PowerPoint, and music.
- **Floor Manager:** Adjusts windows/temperature, assists sound booth, selects volunteers, and more.

Oversee Y.O. skits—guide and coach staff to keep them sharp and impactful. Don't gatekeep the YO tradition! Empower and encourage all staff to lead with confidence and joy. Remember, a team is only as strong as its quietest voice. Be intentional about investing in those who might hang back—draw them in, lift them up, and help them find their place to shine.

Keep music Christ-centered—secular music must be approved by the Director and pass through the music filter.

With the assistance of the Dock Daddy, help identify & build a praise & worship team to lead worship at KAA1

Changeover: Resetting for the Next Wave of Hype

Vacuum & clean the gym.

Reorganize skit closet, equipment closet, and sound booth.

Wipe down shoe cubbies & sweep porches.

Decorate Gym for Opening Night—**bring the WOW factor!**

End of Summer: Wrapping Up the Magic

Help maintain the fully typed inventory list of all program materials & submit it to the Director.

Winterize and organize skit closets, gym equipment, and program supplies for next summer.

Bottom Line

Camp isn't just a place—it's an **EXPERIENCE**. And YOU are the creator of those moments campers will talk about for the rest of their lives. From the hype of Opening Night to the sacred stillness of Vespers, your work sets the stage for life change.

Are you ready to make this summer unforgettable? Let's go!

Gospel Focus for Programs

Much godly wisdom and maturity is needed for this role, as with any role, but perhaps more for programs since you are **VISIBLE**. Your face and demeanor are front and center! Your expression and attitude will set the tone for our staff and campers. How can you make sure that the programs you create reflect Christ and his good news? The goal isn't to entertain, the goal is to clearly, creatively, and intentionally build-up excitement and joy—celebration for who God is and what Christ has done in our lives.

Seeing “programs” through a gospel lens means that you are doing this not to appear great in front of others, but out of the passion and love you have for Christ and his creation. Don't worry about how others see you, or how “silly” you seem (Proverbs 25:29, Matthew 6). Think about how your role shines a light on Jesus' grace and love – how He brings JOY. Look to your heavenly Father, who sees you, and live out of that love. Let God's love lead you to “make a joyful noise unto the LORD, all the earth: make a loud noise, and rejoice, and sing praise” – Psalm 98:4

OFFICE DISCIPLESHIP LEADER (ODL)

Champion of hospitality. Keeper of order. Discipler of your team.

As the Office Discipleship Leader, you lead with both heart and structure—making the camp experience smooth for staff, campers, guests, and leadership. You manage the flow of information, resources, and communication while discipling your team to serve joyfully, humbly, and excellently.

This role matters deeply because the office is the central nervous system of camp. When it runs well, camp runs well. When your team is spiritually strong and administratively sharp, it shows—and it blesses the entire body.

Why This Role Matters

The office is the behind-the-scenes ministry that supports every part of camp. From intercoms to camper forms to frontline hospitality, your leadership ensures that camp stays on schedule, organized, and Christ-centered.

Your Core Responsibilities

Staff Training: Launching Your Team Well

- Get to know your Office Team deeply—learn their testimonies, personalities, passions, and fears.
- Cast vision and set clear expectations for what it means to serve joyfully and professionally.
- Review the ODL Playbook and walk your team through it.
- Clean, organize, and prepare the office space for the summer.
- Train team on:
 - Cabin bin prep & distribution
 - Intercom system use
 - Camp schedule fluency
 - Inventory and ordering procedures
- Complete office inventory and communicate any supply needs.

During Camp: Keeping Camp Running Smoothly

Daily Responsibilities

- Provide excellent hospitality at the front desk—in person and over the phone.
- Keep camp on time and informed through intercom announcements (get jiggy wit it!).
- Distribute staff mail, messages, and forms in a timely manner.
- Ensure phones are not used without permission and valuables are properly stored.
- Oversee staff phone check-in/check-out system.
- Maintain organized filing systems for:
 - Camper cards
 - Decision cards
 - Kaleo assignments
 - Staff 2–4 checkouts
- Communicate supply needs to Director as needed.

Opening Day

- Oversee cabin bin distribution and return.
- Support registration and help verify Cabin Commitment Cards are signed by every camper—including late arrivals.

Vespers Day

- Oversee camper packet distribution with clarity and organization.

OFFICE DISCIPLESHIP LEADER (ODL)

Blackbox System

- Upload and organize required forms digitally.
- Maintain the physical blackbox system with all essential documents.
- Coordinate with Titus Goodrich or Karia Wilkerson for tech support if needed.

Changeover & Term End

- Clean and reset the office before each session (you can get HGTV if you wanna!).
- Run and print updated cabin lists for incoming campers.
- Complete a full office inventory during Session 9.

Discipleship & Team Culture

- Lead weekly Bible Study with your Office Team. You may use the James Study or go through a book as approved by Director).
- Intentionally invest in your team spiritually and relationally.
- Oversee your team's cabin and aim for Championship Locker status each week.
- Plan one fun activity or outing per term for team bonding (get Director approval!).
- Identify and mentor a potential future ODL (must be approved by the Director).
- Hold the entire Leadership Team accountable (with the Director) to maintain a clean, organized Leadership Office.
- Protect the purpose of the office—it's not a hangout or a gossip lounge (especially not for leadership), but it is a space for work and often confidential conversations. Be mindful of how it's perceived by others. During Lights Out, the office should begin to clear out and quiet down to reflect its purpose and maintain healthy boundaries.

Miscellaneous

- Support Leadership with various projects and needs as assigned.
- Shower Time Shoutouts – Use this time to celebrate what you want to see repeated (Shoutout to G6...I saw you picking up trash today! Way to love our camp!)! Speak life over your campers while they go through the everyday rhythms—encouragement during the mundane makes a lasting impact.
- Set the Tone with Music – Play uplifting or fun songs during Wake Up and Evening routines to create a joyful atmosphere. Just be sure to coordinate with your director for playlist approval! And yes, OG's can definitely assist with this!
- Other duties as assigned by the Director.

Need More Info?

Refer to the ODL Playbook for detailed guides, best practices, and protocol.

Bottom Line

This job isn't just about keeping things in order—it's about bringing peace, clarity, and spiritual leadership to the most central space in camp. You set the tone for professionalism, hospitality, and joyful service. Camp needs you, your team needs you, and lives are impacted because of how you lead. Ready to be the heartbeat of hospitality? Let's get to work.

Gospel Focus for ODL

Every part of your work behind-the-scenes connects to the gospel. Your behind-the-scenes work mirrors the sustaining work of Christ in the world, where His shalom (wholeness and peace that he purchased through the cross) makes a huge difference in the lives of all. You will have the honor and privilege of intentionally coming alongside others as they serve God and learn more about Christ through necessary administrative work.

How you organize, treat others, display the patience of God, and how you work to bring order in what could be a chaotic situation points to the God who orders the universe. You have been entrusted with stewardship that is important to God – just as Paul was instructed to steward the gift of the gospel and to administrate the care for all sorts of people around the world. In your work and wisdom, the ministry of God can continue, and the gospel will spread. Good work for the Lord in this way makes an eternal difference.

LAKEFRONT COORDINATOR

(a.k.a. Dock Manager / "Dock Daddy")

Overseer of all things waterfront—where safety meets adventure.

As Lakefront Coordinator, you are responsible for the safety, organization, and overall management of the camp's waterfront area. This includes overseeing boat operations, training and supervising boat drivers, maintaining fishing and recreational equipment, and ensuring all lakefront activities operate efficiently and safely.

This position plays a critical role in providing campers with memorable, exciting, and secure experiences on the water. You set the tone for professionalism, preparedness, and leadership on the dock.

Certifications Required

- **Lifeguard and CPR Certification** (current and active)
- Strong working knowledge of boating procedures and safety regulations

Staff Training Responsibilities

- Lead Boater's Clinic for all staff operating boats.
- Certify and test all boat drivers for competency and safety.
- Collect and file copies of each certified driver's boater's license.
- Assist in dock setup and work sessions to prepare the waterfront for summer use.
- Model and instill a strong culture of lakefront safety, order, and readiness.

During Camp Sessions

Waterfront Oversight & Safety Management

- Coordinate with Head Schedulers to create a weekly Ski-Kamp schedule that includes every cabin.
- Enforce waterfront protocol—communicate and issue safety tickets when staff, Kaleos, or guests are in violation.
- Supervise all lakefront activities and classes, including boating, tubing, canoeing, and fishing. Never leave the waterfront unattended during operating hours.
- Oversee fuel management—communicate boat gas needs directly to the Maintenance Chief.
- Ensure all activities follow posted safety procedures and signage (e.g., "Safety Sam" signs).

Boating & Class Coordination

- Ensure a rotation of boat drivers in tubing and boating classes—try to avoid using the same staff repeatedly.
- Monitor classes for compliance with C.O. hats and safety standards.
- Coordinate with the Athletic Director and Directors to ensure necessary supplies and gear are available and in working order.

Fishing Equipment & Instruction

- Maintain all fishing poles, tackle, and bait—ensure gear is safe, functional, and clean.
- Occasionally teach fishing class as needed and offer support to instructors.

Ski-Kamp Management

- Coordinate with the DHDL for food, drinks, and supplies needed at Ski-Kamp events.
- Maintain a stocked woodpile for lakefront grilling.
- Lead a 3–5 minute devotional with campers during Ski-Kamp mornings.
- Provide intentional encouragement and support to counselors during these times.

LAKEFRONT COORDINATOR

Changeover Responsibilities

- Lead the cleanup of the dock and boats, organizing a team of boat drivers during work sessions.
- Rinse and tidy all life jackets, canoe equipment, and waterfront gear.
- Prepare a list of "pros and grows" to contribute to the staff debrief meeting.

Opening Day: Picnic Grill Master

- Partner with the DHDL to handle grill setup and operations for the Opening Day picnic.
- Begin grilling by 2:00pm, ensure food is ready on time.
- Assist with picnic tear-down and clean-up.

Miscellaneous Leadership Duties

- Actively engage in evening programs, bringing presence and support.
- Identify and begin mentoring a potential Lakefront Coordinator successor (must be approved by the Director).
- Serve as a Small Group Leader, investing spiritually in other staff.
- Perform additional tasks as assigned by the Director.

Bottom Line

The waterfront is a place where campers experience freedom, fun, and new challenges—but it's also one of the highest-risk zones at camp. As Lakefront Coordinator, your leadership ensures that those moments are safe, well-managed, and impactful. You model excellence, discipline, and care—and help create summer experiences that campers and staff will never forget. This isn't just about boats—it's about building confidence, fostering joy, and stewarding responsibility.

Gospel Focus for Lakefront Coordinator

You're not just overseeing boats, lifeguards, and water schedules—you're creating a space where campers experience joy, courage, and community in a place that requires trust and attentiveness. The lakefront is a setting where fear and freedom meet, and your role helps bridge the two.

At the lake, campers may feel vulnerable—whether it's stepping into a boat for the first time, facing deep water, or trying something outside of their comfort zone. Scripture reminds us in Isaiah 43:2, "When you pass through the waters, I will be with you... they will not sweep over you." That truth is lived out every day at the lakefront—you are a picture of God's nearness, attentiveness, and calm in chaos.

As you lead the lakefront, your presence provides a sense of order, peace, and protection, echoing the way Christ stewards our lives with wisdom and strength. Teaching safety and fun at the lake is more than just physical care—it's an opportunity to show campers that God is both their Refuge and the one who calls them into deeper waters of faith.

When you calmly guide campers through water tests, help staff correct safety violations, or even teach fishing, you embody the patience and faithfulness of Christ—who both calls us to be fishers of men and cares about the smallest details (Luke 5, John 21).

This summer, consider how the water isn't just a backdrop for fun—but a classroom for faith. As you build trust in the safety systems, build spiritual trust in the One who walks on water and commands the winds and waves.

You create a place where fun and faith meet. Let your leadership reflect Jesus—the One who calms storms and invites us to step out of the boat.

"Launch out into the deep." - Luke 5:4

"Sometimes the safest place to be is in the middle of God's calling—even if it feels like deep water."

HEAD ROPES

Lead the climb. Guard the gear. Set the tone.

As Head Ropes, you are the go-to leader for all things high adventure. You oversee the setup, staffing, safety, and spirit of the ropes course—helping campers and staff conquer fears, build trust, and experience growth. From zip lines to rope bridges, you ensure everything is secure, well-run, and unforgettable.

Why This Role Matters

The ropes course isn't just about physical challenges—it's about spiritual breakthrough, character building, and stepping into courage. You create a space where campers rise up, face fears, and leave changed. And your attention to detail, training, and encouragement makes it possible.

Core Responsibilities

Staff Training & Setup (Uncle Week & Staff Training)

- Attend and complete official ropes training.
- Set up the full ropes course and zip line in coordination with the Safety Officer.
- Take inventory and request any missing or needed gear.
- Certify staff to operate all high-element activities (Tree-Trops excluded—work with Director/Scheduler for those roles).
- Teach safety, leadership, and presence on the course—you set the standard.

During Camp Sessions

- Collaborate with the Head Scheduler to create and maintain a weekly ropes schedule.
- Ensure daily safety and readiness of all ropes equipment and course areas.
- Help facilitate Opening Day luggage and assist with lost luggage coordination.
- Practice the ministry of presence—check in with counselors and encourage them in and out of the cabin.

Changeover Responsibilities

- Clean and organize all ropes gear and elements.
- Lead or assist with camp-wide work sessions.
- Prepare and present a list of “Pros & Grows” for the Leadership Staff Meeting.

Other Key Responsibilities

- Be an active part of evening programs—support, lead, or help as needed.
- Serve as a Small Group Leader, investing spiritually in other staff.
- Identify a potential future Head Ropes to train and develop (with Director approval).
- Take on additional responsibilities as assigned by the Director.

Bottom Line

As Head Ropes, you hold the line—literally and figuratively. You lead others through challenge, help create life-changing moments and ensure safety and excellence every step of the way. Ready to help campers rise above? Let's go.

HEAD ROPES

Gospel Focus for Ropes

You are not only helping kampers and staff experience a new, fun, activity, but you are helping them overcome fear and learn trust. In leading ropes, people may have a vulnerability or lack of boldness. How does the gospel help them overcome these things? The Scriptures talk about how God gives not a spirit of fear or of timidity, but of power, love, and sound mind (2 Timothy 1:7), and so ropes is an opportunity to slow down, think clearly, and approach a challenge surrounded by loving leaders, leading to trust in the harnesses and ropes safety. The ropes leader exemplifies these things and helps to calm fears, encourage trust, and love campers enough to gently challenge them to do daunting things and care for them.

Some of the greatest Christian missionaries gained their confidence through mentors who challenged them to walk into the unknown (Jim Elliot, Adoniram Judson, and many more!). As Kampers take a leap of faith and step into the unknown, as they surrender control and have faith, help them see that living life for Christ isn't all about "safety," which can become an idol, but about Christ who guides and loves us in the midst of everything.

Ropes is an opportunity to point people to the trustworthiness of Christ and what it means to have faith in Him and receive the gift of God. Consider how you can make the times at ropes a gospel-centered, instructive, and encouraging time for the Kampers, and how your constant reminder of the gospel can deepen your faith as well. Consider also how your role in keeping things safe, how you are watchful, points to the care and patience of God, who holds all things together.

Faith isn't faith until it's all you're holding on to. - Kenol Policard

He is no fool who gives what he cannot keep to gain that which he cannot lose. Wherever you are, be all there! Live to the hilt every situation you believe to be the will of God. – Jim Elliot

POOL HEAD

Eyes on the water. Hands on the rescue. Heart in the mission.

As Pool Head, you oversee one of the most fun and high-risk areas of camp: the pool. Your leadership ensures that swimming, water games, and lifeguard operations are not only fun, but run with excellence, safety, and intentionality. From daily checks to emergency readiness, you create an environment where campers are safe, known, and free to have a blast.

Why This Role Matters

Campers come to the pool to let loose—but without strong leadership, a fun place can quickly become a dangerous one. As Pool Head, you hold the line for safety, order, and care, creating a space where staff are equipped, risks are managed, and every splash is surrounded by peace of mind. You lead like a lifeguard—with vigilance, confidence, and readiness.

Required Qualifications

- **Must attend official Lifeguard Training**
- **Must maintain a clean, safe, and fully stocked pool environment at all times**

Staff Training & Setup

- Lead pool setup and prepare for the summer.
- Take full inventory and request any missing or broken equipment.
- Work with the Safety Officer to set up all High-Risk Activities at the pool.
- Assist with Changeover (C/O) testing of the pool during Staff Training.

During Camp Sessions

Pool Operations & Safety

- Conduct swim tests on Opening Day and reschedule as needed (for weather or late arrivals).
- Ensure eardrops are always stocked and made when needed (1/3 vinegar, 1/3 alcohol, 1/3 water—check with Nursing Director).
- Be present at the pool whenever it is open—your eyes and leadership matter.
- Lead at least one in-session lifeguard training to review rescues and your Emergency Activation Plan.
- Clearly communicate expectations to all guards:
 - Guards are the last to leave the pool
 - In emergencies, guards must be ready and qualified to respond

Maintenance & Oversight

- Regularly sweep, clean, and organize the pool area and life jackets.
- Double-check the safety of all pool events and equipment daily—don't assume someone else caught it.

Changeover Responsibilities

- Organize and clean all pool equipment and gear.
- Scrub down the pool and wipe down water slide mats.
- Assist with general work sessions.
- Bring a list of Pros and Grows to the staff meeting to help the team improve and reflect.

POOL HEAD

Ongoing Leadership & Final Responsibilities

- Engage in evening programs as needed—stay involved and visible.
- At the end of the summer, complete a final inventory and submit a list of needed items for the next season.
- Mentor and identify a potential successor for the Pool Head role (must be approved by the Director).
- Serve as a Small Group Leader, investing spiritually in staff.
- Take on other responsibilities as assigned by the Director.

Bottom Line

You don't just run the pool—you steward one of the most high-impact areas of camp. When you lead with clarity, care, and calm under pressure, you show campers and staff what it looks like to lead like Christ: watchful, prepared, and servant-hearted.

Every safe swim, every calm correction, and every well-trained guard reflects your leadership. Step into it boldly—this role changes lives.

Gospel Focus for Pool Head

Watchfulness was something Jesus emphasized over and over – to keep watch over our lives and to be ready for His coming. The Pool Head along with the people they lead help provide essential care and watchfulness that bears witness to God's watchful care over us. Consider how you might allow the gospel to inform your watchfulness. Pray for the souls of the campers, for their safety at the pool but also for their eternity, while you watch. Consider how Jesus served – as someone willing to lay His life down for His sheep (John 10, Eph. 5), but also as someone who emptied Himself for the sake of others (Phil. 2). Ask, how can I live out the gospel as I lead today in care, watchfulness, and sacrificial love?

SAFETY OFFICER

Detail-driven. Mission-critical. Guardian of all things safe at camp.

As Safety Officer, your job is more than checklists and inspections—you are the frontline protector of the physical and emotional safety of everyone on camp property. You ensure all staff are trained and protocols are followed, and you serve as the bridge between excellence and emergency readiness.

Why This Role Matters

Camp is full of adventure—and with that comes risk. Your leadership ensures that every activity, every area, and every staff member operates with wisdom, care, and confidence. When you do your job well, campers thrive, parents feel secure, and staff learn to steward responsibility.

You don't just protect camp—you empower it to flourish.

Your Core Responsibilities

Daily & Weekly Duties

- Lead daily safety checks around camp, keeping a pulse on potential hazards or concerns.
- Conduct weekly inspection reports of all activities, facilities, and high-risk areas.
- Communicate findings to the Camp Director, who must sign off on weekly safety checklists.
- Meet weekly with the Health Center staff and Health Services Director to stay aligned on camper and staff wellness.
- Maintain regular communication with the Camp Safety Director (Titus Goodrich) to ensure camp-wide alignment.

Training & Staff Accountability

- Lead camp wide safety efforts—set the tone for what excellence and responsibility look like.
- Run all emergency drills during Staff Training:
 - Fire
 - Tornado
 - Armed Intruder
 - Drowning Sweep
 - Missing Camper
- Coordinate training on the Safety Manual for all Leadership Team members.
- Train Leadership on how to write and issue warning tickets to staff when necessary.
- Notify Head Schedulers when a staff member is suspended from an activity or area.
- Ensure staff accountability across camp by modeling and enforcing safety protocols at all times.

Testing & Operational Readiness

- Coordinate and administer:
 - Staff driver's tests (for vehicles & golf carts)
 - Lawnmower & weed eater testing for maintenance staff
- Communicate equipment or supply needs to the Director—never let safety tools fall through the cracks.
- Work with the ODL to archive safety forms and documentation in the Black Box system.

Authority to Act

- If a space, activity, or piece of equipment is unsafe—you have the authority to shut it down immediately.
- Always choose safety over convenience. Safety isn't optional—it's foundational.

Additional Expectations

- Attend all Safety Officer meetings during Staff Training.
- Be highly visible—staff and campers should know who to go to when safety questions arise.
- Model a spirit of humility and precision—you lead not to criticize, but to protect.

SAFETY OFFICER

Bottom Line

You are the eyes and ears that make sure camp is not just fun—but protected, proactive, and prepared. Your commitment to detail, follow-through, and clear communication makes you one of the most important leaders at camp.

Camp runs on safety—and safety runs because of you.

Ready to step up and guard the mission? Let's go.

Gospel Focus for Safety Officer

Your role may not always be front-facing, but it is deeply foundational. As Safety Officer, you are a watchman (Ezekiel 33:7), someone who remains alert, aware, and ready—not just to protect camp, but to model the protective care of Christ.

Jesus calls Himself the Good Shepherd, who watches His flock, protects them from harm, and lays down His life for the sheep (John 10:11). In many ways, you are an image of that care at camp. You guard the gates, spot the blind spots, and make sure that every camper and staff member is operating within wise, safe boundaries.

Proverbs 27:12 says, “The prudent see danger and take refuge, but the simple keep going and pay the penalty.” Your vigilance is a gift. Your leadership helps others grow in responsibility, awareness, and humility. You model what it means to live wisely—not in fear, but in reverence for the value of life and the stewardship of what’s been entrusted to us.

When you lead drills, check equipment, or shut something down for the sake of safety, you’re helping create space for the gospel to flourish. Because when people feel safe, they can focus on what truly matters—hearing truth, building relationships, and encountering Christ.

Safety may not feel flashy—but it reflects the heart of a God who watches over His people without sleeping (Psalm 121:3-4), who is a refuge and strong tower in times of trouble (Proverbs 18:10), and who entrusted watchmen to guard His people with care.

Your job protects the mission—and reminds us that God is a shield to those who take refuge in Him.

“Be alert and of sober mind. Your enemy the devil prowls around like a roaring lion looking for someone to devour. Resist him, standing firm in the faith.” – 1 Peter 5:8-9

“Obedience isn’t glamorous, but it is powerful. And it is often the quiet protectors that make the greatest kingdom impact.”



PARTY PLANNING

Leadership Weekend 2026

PARTY PEOPLE

Pool Party

- **Swamp Stomp**

Dry Party/Vespers - Interchangeable

- **Glow Crazy - Neon Party**
- **{psalm} 67 Party - International**

