

# BEAR CREEK

## Leadership Development Coordinator

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Responsible to: Program Director

### Qualifications:

1. Preferred 21 years of age.
2. Enrollment at a college, university, or trade school
3. At least 1 year of prior organized camping experience preferred.
4. Certification in First Aid and CPR.
5. Possess strong listening and communication skills.
6. Desire to model Christian values.
7. A growing, searching, and tolerant Christian faith.
8. Interest, knowledge, and skills in a variety of camp programs.

### Essential Functions:

1. Be able to lift and carry 25lbs
2. Participate in strenuous outdoor activities
3. Ability to live in a cabin or treehouses with others (campers and/or staff)
4. Participate in and lead events and meals in a large, noisy setting

### General Responsibilities:

1. Serve as an active member of the Leadership Team and support overall program and operations.
2. Train, supervise, support, and evaluate summer program volunteers.
3. Create within the Leaders-in-Training (LIT) and Counselor-in-Training groups an atmosphere of Christian community which will promote spiritual, physical, intellectual, and social growth among its members.
4. Design and lead Counselor-in-Training (CIT) programs
5. Encourage and affirm all Counselor-in-Training participants.
6. Serve as a resource person and support system for each participant in the Counselors-in-Training (CIT) program.

### Specific Responsibilities:

1. Organize and lead unit-wide activities as well as opening day evening program.
2. Design and oversee activity hour.
3. Perform evaluation of each volunteer at the conclusion of each program week.
4. Ensure each group completes daily cleaning assignment.
5. Oversee the storage and use of trip supplies for off-site trips.
6. Perform weekly site evaluation.
7. Serve as pool manager.
8. Assign color war groups.
9. Instruct and facilitate kayaking, archery, and challenge course.
10. Participate in and provide support for evening worships and programs.
11. Design agenda and schedule session leaders for the Counselor-in-Training (CIT) program.
12. Evaluate Counselor-in-Training (CIT) participants.
13. Serve as residential counselors when necessary.
14. Serve as substitute for Unit Director during their time off.
15. Perform additional duties as assigned.

### Evaluation process:

Program Director will provide a performance evaluation at the middle and conclusion of the summer.