



AGAPE+KURE BEACH PROGRAM DIRECTOR

All inquiries should be made to A+KB Executive Director
Chandler Carriker at exec@agapekurebeach.org

Agape + Kure Beach Ministries (A+KB) is searching for a dynamic and innovative leader to guide and shape the future of programming at our camping and outdoor ministry sites to impact individual lives, communities, and the wider world. This person will serve as the point person for living out and implementing the programmatic vision of A+KB as well as developing that vision in collaboration with the Executive Director, A+KB Board of Directors, and A+KB's constituency of supporters. This mission calls for a creative and engaging leader who loves what camping and outdoor ministry have been and is excited to discover what they can be.

Camp Agape is located in Fuquay Varina, North Carolina, 50 minutes from downtown Raleigh. The camp sits on 624 acres of beautiful rolling hills, 12 miles of hiking trails, cascading streams, and diverse forests on the banks of the Cape Fear River. The Agape Center for Environmental Education is also located on-site as part of our mission to engage all people with the care of God's creation. Camp Agape holds 7 to 8 weeks of summer camp from June until August, with an average of 500+ campers per summer and a young adult summer staff of 30 to 35. Programs in the Fall and Spring range from youth group programs, family camps, and hosting team-building retreats.

The retreat center at Kure Beach is currently for sale. The ministry owns other undeveloped property close to the beach with a commitment to maintaining a presence at Kure Beach.

The Agape Kure Beach Ministries (A+KB) Program Director will lead the A+KB team in...

1. meeting and surpassing the annual Summer Camp and Program registration goals.
2. creating and implementing innovative and impactful year-round programming.
3. overseeing and managing the impact and safety of all Summer Camp programming.

Responsibilities & tasks for meeting these goals include...

Summer Camp Impact & Safety

1. Lead Camp Agape to American Camp Association accreditation and continued compliance oversight
2. Recruiting and hiring summer staff, including counselors, support staff, leadership staff, health care staff, and volunteers
3. Monitoring site and resource safety and preparedness year-round
4. Creation or securing a Summer Camp curriculum that aligns with A+KB's Lutheran roots and Grace-filled vision
5. Training all Summer staff Responsibility for risk management for wholistic care and safety of campers while in counselor care
6. Leadership and delegation of upfront leadership during the summer camp season
7. Collaboration with the Environmental Education Director to instill a sense of creation stewardship in campers and counselors
8. Regular evaluation and feedback for summer staff
9. Management of the Summer camp program budget
10. Sharing stories of summer camp impact with A+KB donors

Innovative & Impactful Year-Round Programming

1. Developing, testing, and evaluating new summer programming that deepens A+KB's impact and meets the needs of campers and families
2. Maintaining and evaluating current A+KB Fall & Spring programming
3. Monitoring and evaluating all A+KB program offerings
4. Recruiting and overseeing external program leaders for fall and spring programming
5. Leadership in establishing the programmatic vision for both sites (Agape and Kure Beach)
6. Collaboration with the Environmental Education Director to ensure programs instill a sense of creation stewardship in all participants
7. Provide a quarterly written report to the A+KB Executive Director to be shared with the A+KB Board of Directors on program registration, impact, and strategy
8. Engagement with Lutheran Outdoor Ministries network and the wider camp world for the sake of learning trends & best practices, continuing education opportunities, and summer curriculum development.
9. Securing and implementing grant funding for programming that meet wider needs aligned with A+KB's Mission, Vision, and Values
10. Visioning and implementation of summer camp plans which meet the future needs of campers, families, guardians, and summer staff

Annual Summer Camp & Program Registration Goals

1. Responsibility for A+KB's program registration funding stream
2. Relationship management with key summer camp & programming constituencies, including but not limited to camper parents and North Carolina Synod ministry leaders
3. Program descriptions and marketing copy for all programs
4. Develop marketing strategies in collaboration with the Director of Marketing for summer camp, summer staff, and fall and spring programs
5. Visit and promote summer camp and fall/spring programming at congregations and other key constituency groups

Shared Responsibilities as part of the A+KB Team

1. Serve as a regular on-site presence when guests are on-site and for safety and security when guests are not on-site. (Contingent upon on-site housing)
2. Coordination with Site Manager, so Camp Agape site meets the needs of the programs offered
3. Practice good communication habits with colleagues and mission partners, internally and externally
4. Participation in staff-wide initiatives which might lie outside specific responsibilities
5. Practice and encourage good self-care

Abilities & Experiences a Program Director Should Have

- 3 – 5 years of experience as a supervisor
- 5+ years of experience in professional camp and/or outdoor ministry leadership
- Experience working with children and youth
- Strong grasp of and ability to communicate a Grace-filled and inclusive understanding of the Christian faith
- Strong written and verbal communication skills
- Strong and comfortable public speaking skills
- Experience in and joy in leading others in outdoor adventures

Abilities & Experiences it would be helpful for a Program Director to Have

- Conversational Spanish
- Experience leading young adults (18 – 25 years old)
- Musical leadership ability or the ability and openness to lead programming which incorporates music of a variety of styles
- Donor engagement

The Shape of the Job

This is a full-time, exempt position, which is equivalent to 40 hours per week but may often require more time based on the season. The Agape Kure Beach Ministries Staff Handbook outlines how the staff is compensated and cared for during busier seasons.

This position provides office space, and the Program Director has colleagues to collaborate with in person during standard work week hours. The Agape Kure Beach Staff Handbook outlines the options for flexible work hours and arrangements.

A+KB will fill this position with a leader who lives on-site at Camp Agape or within a reasonable daily commuting range.

The Executive Director supervises this position. The Program Director currently has one year-round staff person who is a direct report. A+KB year-round staff participate in at least quarterly feedback and evaluation.

This position may serve as a call for rostered leaders in the Evangelical Lutheran Church in America.

Compensation

Salary - In line with Lutheran Outdoor Ministries salaries for Program Directors and a living wage for the surrounding area. A+KB will consider education and years of experience.

Housing & Utilities - Two-bedroom house on Camp Agape property. Water, electricity, and internet are provided.

Health Care - Employee only. Portico Silver A+ with Health Savings Account

Parenting Leave - Twelve weeks of paid parental leave to be taken within one year of a child coming into the household

Paid Vacation - 15 days

Paid Sick Leave - 12 Days Per Year

Pension - The employer pays into pension 10% of the salary

Continuing Education - Minimum of \$1,150 per year and 6 days

Mileage - IRS rate paid for work-related travel. Staff is encouraged to drive organization-owned vehicles when possible.

Meals - Access to all meals served on camp for staff and family.

To Apply

Email a resume and cover letter as one PDF file to Chandler Carriker at exec@agapekurebeach.org.

Applications will be accepted through September 15th, 2022.

A+KB will grant interviews on a rolling basis.

Interested candidates should communicate any questions regarding this position to A+KB Executive Director Chandler Carriker at exec@agapekurebeach.org.

Non-Discrimination Policy

Agape +Kure Beach Ministries, Inc. is an equal opportunity employer. We will not discriminate and will take affirmative measures to ensure against discrimination in employment, recruitment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, disability, veteran's status, sexual orientation, gender identity or gender expression.

Due to the nature of the mission of Agape+Kure Beach Ministries, Inc., this position requires applicants to be practitioners of the Christian faith as spelled out in the Agape+Kure Beach Ministries, Inc. Staff Handbook.