



*Camp Lutherwood Oregon is seeking a dynamic and innovative leader to serve as the next **Director of Programs and Guest Relations** to guide and shape the future of year-round programming and guest group use at camp.*

Position: Director of Programs and Guest Relations

Location: Camp Lutherwood Oregon, Cheshire, Oregon

Reports to: Executive Director

Status: Full-time, exempt (40+ hours per week, may include evenings and weekends)

Starting Annual Salary: \$55,000

Benefits:

- Medical insurance (100% of employee premium)
- Camp Lutherwood Oregon will match up to 3% of annual salary of employee contributions to an IRA retirement account
- Paid vacation (eligible for up to 70 hours accrued annually)
- Paid sick leave (40 hours per year)
- Participation in Paid Leave Oregon
- 10 paid holidays
- Continuing education

Position Summary

The Director of Programs and Guest Relations is a key leadership position for the core functions and mission of Camp Lutherwood Oregon. An ideal candidate has a strong spiritual commitment, exemplary programmatic leadership skills, the ability to work with others, as well as strong communication and organizational skills. As a creative and engaging leader, the Director of Programs and Guest Relations develops strategic partnerships, ensures readiness of the site for all use and is creative in shaping the future of Camp Lutherwood Oregon's programs and guest relations as they relate to the American Camp Association accredited camp standards.

Main Areas of Focus

- Coordinate all daily onsite activities in cooperation with other camp departments
- Work with all staff in providing a welcoming and hospitable community for people of all ages, abilities, faith experience, race, ethnicity, immigration status, financial capacity, gender identity, gender expression, and sexual orientation.
- Lead the summer staff in delivering a safe and impactful experience for all campers
- Create and lead year-round programs for all ages
- Develop new programs and innovative ways to engage a variety of demographics throughout Western Oregon and Southwest Washington as participants and user groups

Qualifications

- 3-5 years of management, leadership and supervisory experience
- 3+ years of experience in professional camp or outdoor ministry leadership
- 2+ years of program development, budget development, and guest relations experience
- Ability to successfully develop, organize and implement/lead programs and track the impact
- Commitment to personal faith within a Christian tradition that values and upholds grace-filled and inclusive theology and have the ability to articulate and share this commitment with others
- This position is based out of the camp office in Cheshire, Oregon. A willingness to live within a reasonable daily commuting range of Camp Lutherwood Oregon is required. Onsite housing is a possible added benefit.

Skills and Knowledge/Experience (or willingness to be trained in)

- Cross-cultural competency
- Restorative justice process
- Diversity, equity, and inclusion practices.
- Challenge course and group development
- Successful development, organization and leadership of programs and tracking the impact
- Organizational risk management
- ACA standards for accreditation
- Faith formation with children, youth and families

Some Possible Growth Opportunities for This Position

- Grow and develop Camp Lutherwood Oregon's participation in Oregon's outdoor school program including offering programs in addition to hosted programs
- Develop strategic partners to explore possible after school programs, out-of-school activities, youth retreats, intergenerational retreats, adult and family programming, cross-cultural programming and more.
- Develop year-round young adult leadership opportunities
- Strengthen and deepen the current internship program
- Develop strong and creative programmatic opportunities that support personal development and vocational discovery for campers and guests
- Collaborate with local, regional, and statewide non-profits and agencies to strengthen Camp Lutherwood's involvement in ongoing initiatives that impact youth and families.

A full job description will be finalized within 6 months of start date based on experiences and qualifications.

To apply, submit a resume and brief cover letter that includes what excites you about this opportunity and highlighting three ways your experience and passions intersect with the position description to jobs@lutherwoodoregon.org.