

Camp Director

Canterbury Hills Camp

Overview

The Camp Director is responsible for the overall leadership, development, planning, and supervision of the summer day and overnight camping programs at Canterbury Hills Camp, modeling Christian teachings, promoting the camp's philosophy and vision, and upholding board and diocesan policies.

Reports To

Canterbury Hills Camp Board of Directors

Canterbury Hills Camp, based in Ancaster, Ontario, has been operating for over 60 years as a ministry of the Anglican Diocese of Niagara. Canterbury Hills creates inspiring and engaging experiences that develop leadership skills, confidence, and resilience in a safe and inclusive environment. Immersed in nature, we experience God in and around us and build community values. Our unique unit-based camping program provides opportunities for children and youth to build community, engage in experiential learning and increase environmental awareness. Camper groups are given the opportunity to plan their schedules for the week based on their personal preferences and diverse ideas.

Our nurturing Christian environment provides the support needed for approximately 800 campers and leaders-in-training (LITs) each summer, to explore their own spirituality, develop their self-esteem and enrich their faith. Each session the entire camp joins together for a chapel service, an important faith formation component of the camp's ministry, helping campers develop values and ethics to navigate a complex world.

Duties and Responsibilities

- Coordinate recruitment, supervision, training, coaching, mentoring, and ongoing development of staff
- Development and implementation of summer camp and Leader in Training programs
- Ensure high quality camper experiences that reflect the values and mission of Canterbury Hills and the Anglican Diocese of Niagara
- Onsite leadership and supervision of the camping program during the operating season
- Risk management and crisis response in accordance with relevant policies
- Follow Ontario Camp Association (OCA) guidelines for summer camps, ensuring ongoing status as an OCA accredited camp
- Development, implementation, and management of camping program operational budget in collaboration with the Board of Directors
- Work in partnership with the Bishop of Niagara and diocesan leaders to strategically review and develop camping programs and activities to support the faith formation of campers as an outworking of the diocese's mission action plan
- Create and coordinate marketing, promotions, and communications, including updates to the camp website and social media platforms, in collaboration with diocesan staff
- Furthering alumni and donor relationships

- Sourcing and applying for funding through government and private-sector programs and grants
- Facility operations and maintenance in collaboration with the Property Manager and Property Committee
- Hiring and working with the Food Services Manager to provide food services that meet the dietary needs of campers and staff on-site during the camping season
- Coordination of registration and responsibility for enrolment targets, working collaboratively with partner organizations, and the Diocese to provide financial assistance where needed
- Program development, looking strategically at the future of the camping program
- Maintain positive relationships with site and programming partners

Experience and Qualifications

- Previous experience managing and supervising staff and programs in a summer camp or outdoor education setting (2-3 years)
- Experience working with children and youth in a summer camp or outdoor education setting
- Experience delivering Christian programming for children and youth
- Knowledge or willingness to learn of the Anglican Church of Canada and its structures, culture, and values
- Experience working with and adapting programming for participants with physical and/or behavioural exceptionalities (preferred)
- Experience developing and delivering programming for children and youth in a virtual/online setting (preferred)
- Exceptional communication skills, relationship-building skills, and conflict management skills
- Satisfactory Police Reference Check including Vulnerable Sector Screening
- Valid Standard First Aid and Level C CPR
- G Class Drivers Licence
- Experience using the CampBrain online platform (preferred)
- National Lifeguard Society (NLS) (preferred)
- Association for Challenge Course Technology (ACCT) Challenge Course Practitioner - Level 2 certification (preferred)

Candidate Profile

- An active spiritual life rooted in the teachings of Jesus Christ
- Demonstrates faith-based leadership
- Treats others with respect, compassion, and fairness
- Forward looking; goal setter
- Adaptable to change
- Encourages growth and development
- Highly empathetic, inclusive, and supportive
- Collaborative decision maker
- High level of emotional intelligence
- Empowers others
- Decisive and accountable

Location / Hours

- The Camp Director is expected to live on-site during the camping season including staff training
- May-June the position is based out of the Canterbury Hills Camp office (~40 hrs/week)
- September-April the position is based out of the Canterbury Hills Camp office, but some flexibility for remote work, and around days of work exists in these months (~15-20 hrs/week)
- Accommodation on-site at Canterbury Hills Camp outside of the camping season is negotiable

Start Date

- October-November 2021

Compensation

\$40,000 - 45,000 / annually depending on experience

Application Process

Submit your resume and cover letter by September 17, 2021 to: Canterbury Hills Camp Board of Directors via sarah.bird@niagaraanglican.ca. Please include the job title in the subject line.

We thank all applicants for their interest; however only those selected for an interview will be contacted.

We welcome and encourage applications from people with disabilities for all vacancies at Canterbury Hills Camp. Accommodations are available on request for candidates taking part in all aspects of the selection process.

The Church (local, diocesan and national) requires the gifts and talents of many people. Whether our ministry rooted in our baptism is exercised in the everyday activity of life, or exercised in an employment opportunity, we are conscious of the fact that it is all done in the name of the God that we love and serve. We are pleased to offer employment opportunities in this spirit.