



Luther Heights Bible Camp shares God's love with all generations as we grow in faith, live by grace, and love one another.

Program Innovation Lead

Luther Heights is seeking a Program Innovation Lead who will lead the organization in all program goals and envision new ways to offer programs year-round. The candidate will bring a mix of creative programming ideas, passion to work with people of all ages, supervisory skills, and a passion for outdoor ministry. The ideal candidate is self-motivated and has a strong work ethic. They must be able to work both independently and as part of a team, as well as lead teams. The individual needs to be prepared to serve with a small staff team, have excellent customer service skills and a strong Christian faith commitment. A willingness to learn and desire to improve the ministry is critical for this position. This position reports to the Executive Director and is a full-time year-round position.

CAMP INFORMATION

Luther Heights Bible Camp is a seasonal camp, operating from mid-May through September on 11-acres in the Sawtooth National Recreation Area near Stanley, ID. The administrative office is located in Boise, ID year-round.

Our Mission: *Luther Heights Bible Camp shares God's love with all generations as we grow in faith, live by grace, and love one another.*

Additional information can be found at www.lutherheights.org

Qualifications

- Able to work from Boise administrative office when not serving at camp. Essentially October through April, with May through September being primarily focused at camp and living on-site.
- College degree or equivalent work experience
- Three years or more experience in outdoor ministry or camp setting, ideally with supervisory experience
- Organizational skills
- Excellent written and verbal communication skills
- Promotional and public speaking skills
- Ability and understanding of extending and teaching hospitality
- Program planning and leadership skills
- Supervisory skills (Management, Coaching and Evaluation)
- Ability to solve problems under pressure and be a positive team player
- Commitment to risk management policies and procedures (familiarity with ACA standards preferred)
- Ability to work at 7,200 feet while at camp

Role Responsibilities:

Staffing:

- Plan and implement recruiting strategies for summer staff & application process with year-round team
- Plan, coordinate and facilitate staff training with year-round staff team
- Supervise summer staff, including written formal evaluations, as well as informal evaluations throughout the summer season with leadership staff

Programmed & Hosted Ministries:

- Lead all program logistics for programs including bible study, special interest afternoon time, and all-camp games
- Assist with efficient and welcoming registration process on-site for campers
- Coordinate Leader-in-Training High School Leadership program
- Focus on faith formation for campers and staff, including revising and implementing bible curriculum
- Manage the low ropes course
- Coordinate Luther Heights On-Location (day camp) program with partner congregations
- Serve as retreat lead for hosted ministry groups not requiring direct programming
- Serve as the staff liaison for the Program Committee
- Ensure all ACA standards are met and assist with on-site visit

Outreach and Innovation:

- Promote the camp through church visits, youth & family events, and new partnership collaborations
- Establish and maintain relationships with youth directors, Pastors, Synod leadership and other key camp relationships
- Creates and implements new program ideas, focused on growth and year-round opportunities
- Foster new relationship in the communities we serve
- Develop an outreach dinner church opportunity for young adults in the Treasure Valley in collaboration with the ELCA Young Adult teams

Other:

- **In absence of Executive Director, fulfill the role as Executive Director responsibilities as required**
- Portray a positive company image internally with staff and volunteers and externally to congregations, camper families, Board members, new partners, etc.
- Attend conferences and trainings as beneficial in agreement with the Executive Director
- Other duties as assigned

Email: Please send Letter of Interest, Resume + references to Kelly, Executive Director director@lutherheights.org

Applications received by 1.23.2023 prioritized with a goal start date of 2.10.23