



Camp Hanover Position Description

TITLE: Associate Director of Outdoor Ministry

CLASSIFICATION: Full-Time Exempt

APPROVED: July 23, 2021

PURPOSE:

To direct Camp Hanover's Environmental Stewardship and Education program and inspire creation care among staff, campers, guests and other participants.

QUALIFICATIONS:

- Be of good character, able to exercise sound and sober judgment in a Christian environment.
- Demonstrated theological understanding of the Presbyterian Church (USA) as it relates to Christian nurture, youth leadership development, and outdoor ministry, especially within a camp and retreat setting.
- Committed to the mission of the Presbyterian Church (USA) and Camp Hanover.
- Have previous leadership experience, preferably in an outdoor ministry environment.
- Have experience with environmental stewardship or nature education programming. Previous instructional or teaching experience strongly preferred.
- Willing and fully able to maintain garden, and care for and wrangle farm animals (5lbs to 1,000lbs).
- Able to lift and maneuver 50lbs (bags of animal feed, bales of hay, farm fencing, equipment).
- Be self-motivated and able to complete duties with minimal supervision.
- Be a team player. Be flexible. Be well organized. Have effective time management and problem-solving skills.
- Have exceptional interpersonal, written and verbal communication skills.
- Willing and fully able to participate in an outdoor Christian camp community environment.
- Have a valid driver's license and safe driving record.
- At a minimum, have a Bachelor's degree (B.A.) from a four-year college or university. Master of Divinity is preferred. This position is Ordainable within the PC(USA) as a Validated Ministry.

ACCOUNTABILITY:

The Associate Director of Outdoor Ministry is accountable to Executive Director as immediate supervisor.

SPECIFIC RESPONSIBILITIES (including but not limited to the following):

- Prepare, care for/maintain and interpret animal and garden program areas.
- Develop, implement, and evaluate environmental stewardship and education modules for Summer Camp and year-round programming.
- Research, identify and secure grants and other funding opportunities in support of the environmental stewardship and education initiatives at Camp Hanover.
- Promote Camp Hanover environmental stewardship and education program opportunities to schools and other organizations as potential ministry and community partners.
- Recruit, train and supervise staff as needed for environmental stewardship and education programs.
- Identify and implement leading edge environmental stewardship practices.
- Develop materials to articulate Camp Hanover's environmental stewardship practices as accessible models for campers, guests and the larger community.
- Identify onsite, local and regional mission service opportunities and partnerships.
- Represent Camp Hanover in regional and national ministry bodies and forums.

ADDITIONAL RESPONSIBILITIES FOR AN ORDAINED PERSON

- Serve as primary resource for creation of liturgical resources for Camp Hanover programs, events, and outreach.
- Nurture staff, campers, guests and other participants through teaching, preaching, pastoral care and worship leading including celebrating the Sacraments.

OTHER RESPONSIBILITIES (Including but not limited to the following):

- Attend Program Committee meetings
- Attend Property Committee meetings
- Serve as host for retreat groups as needed
- Facilitate and provide program leadership for challenge course and other program areas as needed
- Complete any task necessary contributing to the success of Camp Hanover

SCHEDULE:

This is a full-time position that does not have a set schedule. May require availability on weekends, holidays, or evenings. Significant hours are required during active programs.

RELATIONSHIPS:

- Works at the direction of the Executive Director
- Serves as immediate supervisor for environmental education program staff and volunteers
- Serves as part of the camp staff team alongside other staff and volunteers
- Serves as staff resource for the Program Committee
- Serves as staff resource for the Property Committee

REVIEW AND EVALUATION:

There shall be an annual performance review conducted by the Executive Director which will be based upon the position description, and annual work plans. A written review will be shared with the Associate Director of Outdoor Ministry and the Camp Hanover Executive Committee.

COMPENSATION:

- Annual Salary \$40,000 (negotiable based on experience)
- Medical and Pension coverage provided through the Board of Pensions of the Presbyterian Church (USA)
- Meals when meals are being served at camp as part of a program
- Membership in American Camp Association (ACA) and Presbyterian Church Camp & Conference Association (PCCCA)
- Reimbursement for approved Continuing Education, Conferences and Travel expenses

**Interested applicants should email a cover letter, resume,
and contact information for 3 references to:**

Doug Walters, Executive Director
doug@camphanover.org
(804) 779-2811

More information about Camp Hanover's
Environmental Stewardship and Education Programs can be found at:

www.camphanover.org/about/goodpastures

*Camp Hanover's mission is to be a place apart for renewal and growth
in an environment of Christian hospitality.*