



Job Title: Director of Transformational Programming

Location: Kamp Kaleo- Burwell, NE

Position Type: Full-time, exempt

Reports to: Executive Director

Position Summary

The Director of Transformational Programming helps create and lead meaningful experiences at Kamp Kaleo that foster authentic connections to self, others, nature, and faith. This position is responsible for developing and leading youth and adult programming in the areas of faith formation, leadership development, and environmental education, while helping support the broader life of the camp through events, hospitality, and seasonal operations.

This is a hands-on role for someone who enjoys both program leadership and the day-to-day work of camp ministry. In addition to planning and facilitating programs, the Director of Transformational Programming will assist with community events, dining and hospitality events, volunteer coordination, and general camp operations, including cleaning and light maintenance as needed. Because camp ministry is dynamic, this position requires someone who thrives in a fast-paced, ever-changing environment. No two weeks look the same, as responsibilities shift between youth camps, adult retreats, community events, and seasonal initiatives. The ideal candidate embraces change, enjoys variety, and is energized by serving wherever they are needed most.

The Director of Transformational Programming reports directly to the Executive Director. This position does not directly supervise staff, but it does provide leadership to volunteers and seasonal helpers during programs and events.

Primary Responsibilities

- Program Development and Leadership
 - Develop, coordinate, and lead youth and adult programs that reflect Kamp Kaleo's mission and values.
 - Plan and facilitate retreats, workshops, camps, service opportunities, and other transformational experiences for a variety of age groups.
 - Incorporate reflection, community-building, and experiential learning into program design using hands-on environmental learning, outdoor experiences, and stewardship practices.
 - Adapt programs for different audiences, including youth, adults, families, church groups, and community partners.
 - Integrate camp traditions, worship, outdoor learning, and spiritual practices into programming where appropriate.
 - Support the development of leadership pathways for campers, volunteers, and emerging leaders.
- Volunteer and Event Leadership
 - Recruit, organize, equip, and support volunteers who assist with programming, retreats, and special events.

- Provide on-site leadership and direction to volunteers during camp programs and events.
- Help ensure volunteers are prepared, welcomed, and used effectively in support of Kamp Kaleo's mission.
- Work collaboratively with camp staff, board members, churches, and community partners to support successful events and programs.
- Community and Hospitality Events
 - Assist in planning and carrying out community events, fundraising events, and dining experiences hosted by Kamp Kaleo.
 - Help with event logistics such as setup, hospitality, participant flow, meal service support, and cleanup.
 - Contribute to creating a warm, welcoming, and hospitable experience for guests, campers, retreat groups, and community partners.
 - Support special events as assigned, including occasional evenings and weekends.
- Camp Operations Support
 - Participate in the day-to-day work of camp as a member of the staff team.
 - Assist with general facility upkeep, including cleaning, organizing, event setup/takedown, and light maintenance tasks as requested.
 - Help ensure camp spaces are safe, welcoming, functional, and ready for guests and programs.
 - Pitch in where needed to support the overall success of camp operations, especially during busy seasons.
- Collaboration and Administrative Support
 - Work closely with the Executive Director and other staff to coordinate schedules, program needs, staffing support, and event logistics.
 - Help evaluate programs and events and suggest improvements for future offerings.
 - Maintain appropriate communication with participants, volunteers, and camp families as needed.
 - Support Kamp Kaleo's commitment to hospitality, inclusion, safety, and mission-centered ministry in all areas of work.

Qualifications

- A commitment to the mission of Kamp Kaleo and a passion for camp, retreat, and outdoor ministry.
- Experience working with youth, adults, volunteers, or camp/retreat programming.
- Ability to lead programs, facilitate groups, and build relationships across a variety of ages and backgrounds.
- Strong organizational skills and the ability to manage multiple responsibilities in a flexible camp environment.
- Willingness to be hands-on and help wherever needed, including events, dining support, cleaning, and light maintenance.
- Strong communication skills and the ability to work collaboratively with staff, volunteers, and community partners.
- A self-starter who takes initiative, identifies opportunities, and works independently while remaining receptive to coaching, collaboration, and constructive feedback.
- Demonstrates a growth mindset by learning from experience, welcoming feedback, and adjusting quickly when new information or changing circumstances call for a different approach.

- Experience in faith-based ministry, outdoor education, environmental programming, or leadership development is preferred.
- Bachelor's degree or equivalent experience in ministry, education, recreation, environmental studies, outdoor leadership, or a related field is preferred.
- While relocation is not required, candidates who are excited to establish roots in the Burwell community and actively participate in the life of the region will be especially successful in this position.

Work Environment and Expectations

- This is an in-person position based at Kamp Kaleo in Burwell, Nebraska.
- Regular evening and weekend work will be required during camp programs, retreats, and special events.
- The nature of camp ministry requires flexibility, teamwork, and a willingness to adapt to changing needs.
- Work will take place both indoors and outdoors in a variety of weather conditions.

Physical Requirements

- Ability to walk across camp property and participate in indoor and outdoor activities.
- Ability to stand for extended periods during programs, events, and meal service.
- Ability to lift, carry, move, and set up program and event materials, tables, chairs, and supplies.

Compensation

- Compensation is based on experience and includes salary and benefits as determined by Kamp Kaleo.

About Kamp Kaleo

Kamp Kaleo is a year-round camp and retreat center located along the North Loup River near Burwell, Nebraska. Our mission is to foster authentic connections to self, others, nature, and faith through camps, retreats, outdoor education, and community experiences that inspire growth and belonging.

Rooted in the Christian tradition, Kamp Kaleo partners with the Nebraska Conference of the United Church of Christ, the Christian Church (Disciples of Christ) in Nebraska, and a wide variety of churches, schools, nonprofits, civic organizations, and community groups to provide meaningful outdoor experiences for people of all ages. We also welcome groups from other faith traditions and secular organizations that share our commitment to community, learning, and personal growth.

We believe every person has inherent worth and deserves to be welcomed with dignity, respect, and genuine hospitality. Our programs create opportunities for people of all backgrounds, identities, abilities, and beliefs to build authentic connections to themselves, one another, the natural world, and, when desired, their faith.

How to Apply: Interested candidates should submit their resume and/or request an application to be submitted to the Executive Director, Brad Hindsley, by emailing kampkaleo@gmail.com.