



**WATER'S
EDGE
MINISTRIES**

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Director of Program Ministries

*Year-Round
Updated Winter 2026*

Formerly Green Lake Lutheran Ministries - new name, same mission.

Summary

The Director of Program Ministries provides strategic and operational leadership for Water's Edge Ministries' core program ministries across Shores of St. Andrew, Green Lake Bible Camp, Camp House, and Day Camp. Reporting to the Chief Operating Officer (COO), this role supports and supervises site and program directors, strengthens cross-site planning, systems, and coordination, and helps ensure programs are mission-aligned, high-quality, and consistently ready to deliver, while site leaders retain responsibility for day-to-day execution.

Essential Duties & Responsibilities

1. Program Leadership & Mission Integration

- a. Ensure program ministries embody Water's Edge Ministries' mission, values, and faith foundation.
- b. Support theological integrity, program quality, and participant experiences across sites.
- c. Collaborate with program leaders in strengthening faith formation design, program themes, and ministry outcomes with program leaders.

2. Cross-Site Planning & Seasonal Readiness

- a. Lead program-wide planning processes, seasonal readiness milestones, and cross-site coordination.
- b. Maintain clear timelines, key decisions, and preparation benchmarks across program ministries.
- c. Develop and refine shared planning tools and templates that improve readiness, consistency, and visibility.

3. Team Leadership & Supervision

- a. Supervise, coach, and support site and program directors through expectations, goals, feedback, and accountability.
- b. Foster a healthy, collaborative program culture grounded in trust, clarity, and shared ownership.
- c. Support recruiting, onboarding, and leadership development systems (year-round and seasonal) with site leaders.

4. Operational Systems & Execution

- a. Identify friction points and improve workflows, handoffs, and operational coordination across teams.
- b. Clarify ownership, deadlines, and next steps across intersecting projects; monitor progress and support completion.
- c. Ensure programs operate in accordance with applicable policies and accreditation, safety, accessibility, and compliance standards.

5. Collaboration & Integration

- a. Partner with the Registration & Reservation Manager to align program needs with systems and participant communication.
- b. Coordinate with key departments to align program plans with capacity, calendar, and resources.
- c. Work closely with the Director of Serve Boldly to align shared practices, systems, and staffing coordination points across Water's Edge Ministries.

6. Evaluation & Continuous Improvement

- a. Maintain simple, consistent evaluation practices (participation trends, outcomes, and qualitative feedback).
- b. Share key program metrics and insights with the COO to support decision-making.

Qualifications & Requirements

- Leadership experience in faith formation, youth ministry, or a mission-driven organization.
- Experience leading leaders; strong coaching, communication, and accountability practices.
- Strong planner and systems thinker with project management and cross-functional collaboration experience.
- Multi-site or multi-program experience preferred; adaptable and steady in the face of change.
- Alignment with the mission, values, and faith foundation of Water's Edge Ministries.

Work Location & Environment

This is an on-site, in-person role based near Spicer/New London, Minnesota, with regular presence across program sites. Evening, weekend, and seasonal hours are required based on program needs.

Working Relationships

- Works closely with the Chief Operating Officer.
- Collaborates regularly with site and program directors, including the Director of Serve Boldly (and Serve Boldly Program Director as needed for integration).
- Maintains a close working relationship with the Registration & Reservation Manager to support alignment across program operations, registration, and participant-facing communication.
- Engages cross-functionally to align programs, sites, administration, hospitality, marketing, and service initiatives.

Supervises

- Program Director: Shores of St. Andrew
- Program Director: Green Lake Bible Camp & Day Camp
- Site Director: Camp House

Supervisor: Chief Operating Officer (COO)

Classification: Exempt