



Kishwauketoe (Kish) Program Lead

Job Description: At Covenant Harbor, our mission is simple: **love kids and share Jesus**. Kish Program Lead plays a key role in making this vision a reality by creating a Christ-centered camp experience specifically for elementary students. This position is an influential leadership role on summer staff because it sets the spiritual and relational tone for an entire program. We are looking for staff who have a committed and growing relationship with Jesus Christ, who are ready to serve with humility, and who want to create a fun environment where campers feel valued, safe, cared for, and encouraged to know Jesus more.

Role Overview: The Kish Program Lead Team is responsible for designing and implementing the Kish experience under the guidance of the Program Team. Kish runs sessions for 2nd–4th graders, providing fun, imaginative activities and opportunities for deep relationship building. Leads will create a Bible program that lays the foundation of Christian faith, adapting it for this specific age group. In addition, the Kish Program Lead will supervise and support a rotating team of overnight counselors.

Expectations

- **Live Out the Mission:** Love campers wholeheartedly and point them to Jesus through your words, actions, and daily life in and outside of camp.
- **Leadership & Supervision:** Supervise and mentor the rotating counseling staff. Support counselors with camper challenges, providing guidance and solutions. Conduct personal and professional review conversations with staff as needed. Be clear with communication, expectations, and standards.
- **Develop & Lead Bible Programming:** Create and implement a unique Bible program that reflects the summer theme and encourages campers toward next steps of faith.
- **Lead Sessions:** Work with the Media Team to create engaging sessions and authentic worship opportunities.
- **Program Design & Implementation:** Create and lead new games, activities, and events for Kish. Manage daily and weekly schedules for the program.
- **Camper Care & Community:** Build meaningful relationships with campers, earning trust and respect. Manage and redirect camper and staff behavior, mediate conflict, and help guide campers to have a successful week.
- **Communication & Administration:** Communicate with parents on opening and closing days. Complete administrative and reporting tasks promptly. Keep the Program Team informed about needs or concerns.
- **Steward Resources Well:** Care for equipment and supplies, communicating needs with the Activities Team Lead to ensure all activities are well-stocked. Ensure the physical, emotional, and spiritual safety of campers and staff at all times. Manage the program budget and resources responsibly.
- **Be able and willing:** Go above and beyond even your own expectations and serve wherever is needed!

Requirements

- Be at least 20 years old by the beginning of your employment at Covenant Harbor.
- Be available to live onsite at Covenant Harbor for staff training plus all weeks of summer camp.
- Have experience and skills in interacting with elementary students.
- Prior camping experience and a strong theological and biblical understanding preferred.
- Ability to pass a background check.
- Must be able to participate in potentially strenuous physical activities.
- CPR, First Aid, and lifeguard certifications are preferred, but not required.

Supervised by: Program Team

Type of Position: Competitive weekly salary

Benefits: Meals and housing are included with compensation.

Time Off: Daily time off as well as 36 hours off each week. Weeks off available upon request.