



Resource Lead

Job Description: At Covenant Harbor, our mission is simple: **love kids and share Jesus**. Resource Leads play a key role in making this vision a reality by creating a Christ-centered camp experience for campers and staff. This position is an influential leadership role on summer staff because it sets the spiritual and relational tone for entire programs. 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 Resource Lead's primary responsibility is to support summer camp programs by encouraging, equipping, and resourcing summer staff and campers while providing direct leadership to the counselors. This role requires flexibility and the ability to respond quickly to the dynamic needs of camp, often shifting between administrative tasks, camper care, and staff support. The Resource Lead will work closely with the Program Team to ensure that staff are cared for, campers are supported, and programs run smoothly. In addition, the Resource 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.
- **Care & Community:** Build meaningful relationships with campers and staff, earning trust and respect. Manage and redirect camper and staff behavior, mediate conflict, and help guide campers to have a successful week.
- **Support and Communicate:** Act as a liaison between Program Team and staff to ensure that staff and campers emotional, physical, mental and spiritual needs are known and addressed. Advocate for campers and staff by providing resources and creating opportunities for engagement, while keeping overall ministry vision in mind.
- **Backup Resource:** Fill in for staff when needed and directed by the Program Team including counseling, activity shifts, and more.
- **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, middle school, high school and college 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.