

Opportunity Profile for The Program Director of Lake Ann Camp Lake Ann, Michigan

The Mission: *Lake Ann Camp exists to challenge individuals, in a group setting, to make Biblical, life-changing decisions, through unique learning experiences.*

An Overview:

Lake Ann Camp is a faith-based, non-profit organization that reaches campers from across the country and around the world with the gospel of Jesus Christ. It was founded in 1948 by a group of Baptist churches and functions today as a non-denominational yet baptistic ministry that offers campers a place to *discover life at its best*, by learning the art of applying Scripture to everyday life.

Their Situation:

As society strays farther from a Biblical worldview, Lake Ann Camp seeks to draw campers to the light of the gospel and true community and we do this through:

Summer camps that are age graded
Lake Ann Sponsored Retreats for all ages and needs
Guest Group Accommodations for those of like faith

The Need:

Churches are looking for creative ways to teach their people the truths of God's Word outside the walls of their own buildings and we desire to come alongside them in meaningful ways.

Parents are wanting their children to grow up in the nurture and admonition of the Lord and as a second voice in their lives we seek to reinforce their values and strengthen their voice.

Children need role models outside their home that invite them into a closer walk with Christ

Young people need hands-on training to sharpen their ability to reach our world for Christ

Who we serve:

- Over 400 churches are represented by our summer campers each year and they typically come from 25 to 35 different states and many foreign countries.
- 21 weekends a year Lake Ann Camp offers programming for our own retreats.
- Approximately 70 groups or more use our facilities each year to do their own programming.

Our Strategy:

- Teaching God's Word is central to our mission.
- We believe that one hears and they forget, one sees and they remember and one does and they are impacted for the long haul. Our programs intentionally involve all three aspects in all we do through the use of unique learning experiences.
- Connection is the key to life changing impact so our people are chosen because they
 - 1). Love God
 - 2). Love People
 - 3). They are already involved in influencing others.
- Provide facilities that have a home like feeling so people can relax and have their needs met.
- Food that meets needs but is also desirable.

Our Ministry Standard:

Camp is for the camper, not necessarily for the ease, convenience, or enjoyment of the staff.

Ten Core Competencies of our Life-Changing Ministry:

1. *Christ First in Love and Life*

We believe that if our staff does not have an intimate walk with God, neither will our campers. His Word is a guaranteed impact!

2. *We're all About Trust*

The potential for biblical life-change is directly impacted by the trusting environment that is created and the trustworthy individuals who make it happen.

3. *Life Application Discovered*

In order to reinforce the ministry of our local churches and families, Lake Ann Camp will help campers take what they already know and learn the process of putting it into practice in their lives.

4. *Program Intentionally*

Intentional programming is the art of giving campers more than they came to get – every minute – every day.

5. *Ask the Question that Begs Asking*

Deep unanswered questions often lay dormant in the human heart until someone cares enough to mine them out. Lake Ann Camp will be a safe haven where campers will not be afraid to allow God to minister to them through others.

6. Challenge by Choice

Essential to God's call in an individual's life is the opportunity that He gives to accept or reject that call. Essential to all of Lake Ann's ministry will be the camper's right to accept or reject our offerings.

7. You Cannot Teach an Unhappy Camper

Fun is not only a key expectation of our campers, it is also fully compatible with everything good and wholesome about our Heavenly Father – the author of “every good and perfect gift.” We laugh a lot!

8. If it Ain't Broke, Break It!

In Lake Ann's quest to make an eternal difference, don't be surprised if you see established programs sidelined in deference to relevant new opportunities. Embracing constructive change is essential to creating an environment where life-change happens.

9. Camp is Not an Island

Lake Ann seeks to strengthen the bond that exists between a camper, his parents, and the local church, becoming the third strand in a cord that is not easily broken.

10. Unique Learning Experiences

While most of Lake Ann's activities have winners and losers, the activities themselves will be experiential in nature. This shows respect for the essential differences and values of both the artists and the athletes who participate together.

Summary of Core Competencies- Core Values

- Foundational – Christ First in Love and Life
- Camp is for the Camper
- Program Intentionally
- Lead by Facilitation

Ten Principles that Drive Staff Interactions:

1. My greatest accomplishment in life is to glorify God.
2. Treat others with uncompromising truth.
3. Lavish trust on my associates.
4. Mentor unselfishly.
5. Be receptive to new ideas, regardless of their origin.
6. Take personal risk for the organization's sake.
7. Develop a thankful spirit.
8. Don't touch dishonest dollars.
9. Put the interest of others before myself.
10. Learn to laugh; it is the key to health.

Our Programs:

- Invigorating worship music
- The preaching of God's Word
- Activities that don't separate campers by athletic ability, academic achievement or artistic endeavors.
- Challenge course activities that expand relational capabilities.
- High adventure activities that expand ones comfort zones.

Our Annual Results:

3,573 attend our summer camping programs

5,540 attend Lake Ann Sponsored Retreats

9,776 attend as members of a guest group that rent our facilities

The Opportunity:

The position of Program Director of Lake Ann Camp represents an outstanding opportunity to not only develop powerful and effective programs but to also train a host of young leaders on how to lead well while impacting a new generation of young people with the unsearchable riches of Christ. Lake Ann Camp is a product leader in its field who partners with many churches and ministries to strengthen local churches and families in their commitment to follow Christ wholeheartedly. As a growing ministry we believe that embracing growth is essential to creating a space where our campers can grow as well.

The Challenge:

Although Covid 19 has created much division and anxiety in our society, Lake Ann Camp has navigated those waters well and found a way to grow even in the midst of great challenges. The need for the camp to embrace this growth and scale its ministry to a new level will be essential challenge for this individual as they help the camp reach forward into the future.

Where is this person today? Who is the ideal candidate?

The ideal candidate will be a person who has a God sized faith and an ability to exercise that faith to continue to help Lake Ann Camp reach those it already serves and to expand its reach in the future. He or she will bring a variety of ministry experiences and a demonstrated commitment to advance Lake Ann Camp's programs into the future.

The next Program Director will also need to understand the complex cultural challenges facing the next generation and be firm in his or her commitment to a biblical response to the culture. We expect that this individual will build on the quality of the existing programs as the camp seeks to be relevant, God honoring and effective in its ministry offerings.

Application Process:

Applications can be processed online on the camp website: lakeanncamp.com, about, employment opportunities. You can also fill out the questions below and email those to: kriley@lakeanncamp.com or mail it to the address below.

Throughout the process we will fully respect the need for confidentiality of information supplied by potential candidates. We assure you that your interest will not be discussed with anyone without prior consent, nor will any references be contacted until mutual interest is established and approval given by the candidate.

Resume:

In order for us to get to know you better, please provide a comprehensive resume. When formulating your resume for this position, please include the following information for each position you have held in the past 7 years.

- Employer (name of organization);
- Title (e.g., President, Director);
- Position within the organization (indicate to whom you reported and who reported to you);
- Dates of employment (e.g., September 2015- June 2022);
- Primary responsibilities and goals of the position, what you felt were your key contributions, and the specific reason you left for the next job.

Questions:

In order for us to have a more complete understanding, beyond the information on your resume, please provide thoughtful responses to the following questions. Please keep your answers for each question to a maximum of two pages.

1. Using this document as well as your own research, tell us why you believe your career experiences and personal attributes qualify you for this leadership role at Lake Ann Camp.
2. Please comment on your understanding of Lake Ann Camp's unique mission and focus.
3. Describe your personal spiritual journey and how that has prepared you for this role.
4. Describe your own family background, experiences, or sense of calling to the ministry of Lake Ann Camp.
5. What is it about the opportunities and challenges unique to this role that attracts you to be a part of Lake Ann Camp's future?
6. Describe your leadership style. Also, why you believe yourself to be an effective leader who can successfully take on the challenges and goals of Lake Ann Camp and lead it into the future.
7. Give examples of how and when you have been involved in the creation and execution of a vision and the strategy that accomplished that vision.

8. Bobb Biehl, a fortune 500 consultant, says that some people are Maintainers, some Developers and some Designers. Which of those three designations best represents how you operate in life and give examples to support your conclusion.

References:

Please provide at least five references (including two previous supervisors and two subordinates). Include the telephone and email information for each person. We will not contact your references until later in the process and only after your approval. For those finalists, we will be checking additional references.

Please submit these responses, along with your resume and references to:

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