

Camps Newfound & Owatonna

Newfound Director

Position Overview

The Newfound Director is responsible for leading and stewarding all aspects of the Newfound camp community in support of the mission and vision of Camps Newfound & Owatonna. This is a highly relational, immersive, and mission-driven leadership role that combines camper enrollment, staff recruitment and mentorship, program oversight, operational leadership, spiritual support, and community building.

The Director works closely with the Executive Director and collaborates with the Owatonna Director, Operations Director, Communications Director, Facilities Manager, and other senior leaders to ensure a safe, joyful, spiritually grounded, and transformative camp experience for campers, families, and staff.

The Director serves as a visible and engaged leader within the camp community, helping shape the culture and tone of camp through mentorship, leadership by example, communication, spiritual support, and daily involvement in camp life.

The Director serves as the steward of Newfound's culture, traditions, and community, helping campers and staff develop confidence, leadership skills, meaningful relationships, and a deeper trust in God.

The Director is hired by and reports directly to the Executive Director.

Our Vision

Christian Science lived and loved through a great summer camp experience.

Our Mission

To nurture growth, healing, and trust in God in a safe and loving environment by striving to:

- Love one another
- Be the best
- Give gratitude
- Have fun

Key Areas of Responsibility

Enrollment & Family Relationships

The Director plays a leading role in building and sustaining strong relationships with camper families and supporting healthy enrollment growth.

Responsibilities include:

- Developing and implementing annual enrollment and recruitment strategies in collaboration with the Executive Director and leadership team
- Building meaningful relationships with prospective and returning camper families
- Supporting families through the enrollment process and helping address individual needs and concerns
- Communicating regularly with families throughout the year
- Participating in off-season travel, recruitment events, camp shows, and outreach efforts

- Supporting retention of campers and families through thoughtful communication and relationship-building
- Collaborating on marketing materials, newsletters, website ideas, and other camp communications

Staff Recruitment, Leadership & Mentorship

The Director oversees all aspects of seasonal staff recruitment, hiring, training, supervision, evaluation, and mentorship.

The Director recruits, hires, supervises, and supports:

- Senior Staff (Assistant Director, Head Counselor(s), Program Director)
- Trips Staff
- Cabin Counselors
- CIT Heads
- Head Cooks, Assistant Cooks, and Kitchen Staff
- Camp Moms
- Specialty and Program Staff

Responsibilities include:

- Developing and managing year-round staff recruitment efforts
- Screening, interviewing, assessing, hiring, and onboarding staff
- Providing mentorship, leadership, and regular feedback to staff
- Supporting young adult staff in their personal and professional growth
- Creating a positive, inclusive, and growth-oriented staff culture
- Working collaboratively with Senior Staff to supervise and support counselors and program staff
- Conducting staff evaluations and follow-up conversations
- Supporting conflict resolution and maintaining healthy communication within the camp community
- Helping staff understand and uphold camp policies, expectations, and values

The Director serves not only as a supervisor, but also as a role model, mentor, and culture leader within the camp community.

Camp Program & Operations

The Director oversees the daily operation of camp during the summer season and works collaboratively with leadership staff to ensure a safe, organized, joyful, and mission-aligned camp experience.

Responsibilities include:

- Maintaining a visible presence throughout camp and actively engaging with campers and staff
- Supporting and overseeing program development and implementation
- Collaborating with Senior Staff to develop daily and seasonal schedules
- Supporting and participating in ACA accreditation, state licensing, health inspections, and other compliance-related processes
- Implementing and supporting risk management practices and emergency procedures
- Monitoring the condition of facilities, program areas, and equipment
- Coordinating operational and facility needs with the Executive Director and Facilities Manager
- Contributing to annual budget discussions and helping manage resources responsibly

- Maintaining strong communication and collaboration with the Business Office and support staff
- Participating in long-term planning conversations and helping support the future growth of camp
- Supporting Family Camp and other community programming events as needed (e.g. reunions, etc)

Spiritual Leadership & Community Support

Camps Newfound & Owatonna are rooted in Christian Science and seek to create a spiritually grounded camp experience centered on growth, healing, love, and trust in God.

The Director actively supports the spiritual mission of camp through daily metaphysical work, Christian Science-based living, and leadership by example.

Responsibilities include:

- Supporting the spiritual atmosphere and mission of camp
- Providing daily metaphysical support for camp and the camp community
- Teaching and supporting Christian Science Sunday School and spiritual activities during the summer
- Helping foster a culture of kindness, integrity, gratitude, inclusion, healing, and respect
- Serving as a spiritually anchored role model for campers and staff

Qualifications & Leadership Characteristics

The ideal candidate will demonstrate:

- A deep love for working with children and young adults
- Strong interpersonal and relationship-building skills
- Excellent communication, organizational, and follow-through abilities
- Experience supervising, mentoring, developing, and evaluating staff and young leaders
- Emotional maturity, flexibility, and sound judgment
- The ability to lead with warmth, professionalism, and integrity
- A collaborative and team-oriented leadership style
- The ability to manage multiple priorities in a fast-paced environment
- Calm and thoughtful leadership during challenging situations
- A strong work ethic and commitment to service
- The ability to mentor and develop young leaders
- A joyful, positive, and engaging presence within the camp community
- A commitment to supporting and living in alignment with the mission and values of Camps Newfound & Owatonna

The Director must be at least 25 years old.

Christian Science Class Instruction, membership in The Mother Church, and active membership and participation in a branch Church of Christ, Scientist are required.

Experience with camp leadership, youth development, staff management, enrollment/recruitment, and community building is strongly preferred.

The Director is expected to become proficient in CampBrain, Google Workspace, and other camp communication and operational systems.

Position Expectations & Commitment

This is a full-time, year-round, salaried, benefits-eligible leadership position.

The Director lives and works at camp during the summer season (typically early June through mid-late August, including Family Camp), with housing provided on-site during that time.

The role requires a highly visible and engaged leadership presence throughout the summer and includes evenings, weekends, overnight availability, and ongoing responsiveness to the needs of campers, staff, and families.

While time off is provided periodically during the summer, the Director remains an active and on-call leader within the camp community throughout the season.

This role requires significant emotional energy, flexibility, and a wholehearted commitment to camp life and community.

During the off-season, the Director works remotely and remains actively engaged in enrollment, staffing, family communication, planning, recruiting, travel, and organizational leadership.

Travel during the off-season, including some weekends, is required for:

- Recruitment and enrollment events
- Board meetings
- Camp leadership meetings
- ACA conferences and professional development opportunities
- Camp community events and outreach efforts

The position includes benefits, retirement contributions, health related benefits support, professional development opportunities, and summer housing.

Other duties as assigned by the Executive Director.