



## Resident Staff

Higher Ground at Lake Louise is a Christian Summer Camp for kids and adults who long for fun and peace. We create tailored, Christ-centered camp experiences to lead campers to know, love, and serve God. This is possible through the beautiful natural environment, our caring staff, and life-changing encounters with the Father heart of God.

**Resident Staff** members are critical to creating a memorable, meaningful experience for our Higher Ground campers. As a resident staff member, you will be cultivating the environment for our campers to grow and thrive on their journey to form a deeper connection with Christ, and the beautiful world God created.

### ***General Requirements:***

- **Empathy** - Our ideal candidate must be mindful of the everyday challenges facing young people. Our Resident Staff members are dedicated to fostering healthy growth in mind, body, and spirit, and nurturing a relationship between our campers and God.
- **An open mind** - We aspire to make *all* of our campers, employees, and volunteers feel welcome here. That means creating an environment without fear of judgment and encouraging mutual respect.
- **Be on a journey of your own** - You should have a strong connection with your faith, and be on your own spiritual journey with Jesus Christ. Your experiences will provide campers with an authentic sense of understanding, and inspiration for continuing their own journeys.
- **Respectful attitude** - Your reverence and respect for God's creation extends to your work at Higher Ground. That means demonstrating appropriate boundaries with other campers, staff, and volunteers, receiving feedback with grace, and giving yourself time to rest and re-energize for each work day.

### ***Essential Functions & Responsibilities: (including but not limited to)***

- Assist with maintenance, kitchen duties, and at the waterfront as assigned
- Be a positive role model for campers on and off site
- Put the needs of campers before your own
- Report any suspicious behavior to the Resident Manager immediately
- Report any suspected or confirmed instances of abuse to the Resident Manager or Health Officer immediately
- Attend weekly group meetings and Bible study
- Read, know, and adhere to Higher Ground camp rules and policies
- Meet with the Resident Manager weekly
- Additional duties may include:

- Lifeguarding (evidence of certification required)
- Kitchen work (know and follow Serv-Safe Guidelines)
- Maintenance work (be willing/able to use basic tools and equipment)

**Required Knowledge, Skills, and Abilities:**

- Ability to participate in strenuous activities
- Ability to work cooperatively and creatively
- Must pass required background checks
- Be a growing Christian on your own spiritual journey with Jesus Christ

**Compensation and benefits:**

- Weekly/daily stipend
- Accommodations and utilities provided
- Meals and snacks provided

**Note:**

Please note that Higher Ground at Lake Louise will always have American Baptist roots and connections, but will continue to partner with multiple Christian denominations and organizations to maximize our Kingdom impact. Our mission at Higher Ground at Lake Louise is to provide a place where campers can come to know God, love God, and learn to serve God through developing faith in Jesus Christ. We ask that you do not emphasize or denounce any particular Christian denominational beliefs, but rather that you present the campers with the Gospel of Jesus Christ and practical ways that they can live out their faith. If a camper approaches you about an apparent controversial topic between denominations, encourage that camper's desire to know more, but tactfully encourage him/her to discuss the matter with his/her home church pastor or parents.

By signing below, I attest to having read the above job description and agree to work within the boundaries set forth by Higher Ground at Lake Louise. I understand what is expected of me and agree to fulfill these duties to the best of my abilities.

I \_\_\_\_\_ have read the above Job Description and agree to fulfill all duties of the Resident Program Director.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**(Some fine print)**

Procedures are governed by policies executed by the Board of Directors, as well as qualifications outlined by Michigan DSS Rule 109(1) and must be executed accordingly. The work is performed under the general supervision of the Higher Ground at Lake Louise Board of Directors (Board).