



POSITION DESCRIPTION

CHALLENGE COURSE LEADER

Discover the warmth of our hospitality at Camp Caroline. Located in the foothills of the Canadian Rockies, we are one of Alberta's premier year-round Christian camp and retreat centers.

We strive to create getaways with greater purpose that encourage life-changing experiences, therefore our skilled staff are carefully selected with our campers and guests in mind. Camp Caroline staff are recruited not only for their ability to perform their duties, but also for their trustworthy character and commitment to serving campers and guests with an exceptional standard of care.

Summer Camps have always been a critical piece of the ministry at Camp Caroline. Something significant happens in the lives of children and adults when they have the chance to step away for a week and have a life-giving experience in an exciting new setting. You will play a critical role as a staff member in our mission to foster first steps, next steps, and servant leadership in the lives of our campers and guests. As a Challenge Course Leader, you will be responsible to help provide unforgettable, high impact experiences and holistic camper care while creating a sense of wonder and adventure for each individual camper.

Department: Ministries

Reports To: Program Team Leaders, Assistant Director of Summer camps and The Director of Summer Camps

Term: 10.5 weeks

Start Date: June 8, 2026 (may be subject to change due to availability of trainers)

End Date: August 24, 2026

Compensation: \$340 / week

Requirements:

- A personal profession of faith in Jesus for salvation and witness of obediently following him
- A member or adherent in an evangelical church
- Agreement with the mission, vision, core values, and core commitments of Camp Caroline
- Demonstrated ability to maintain healthy working relationships with a team
- Demonstrated ability to organize and plan well
- Demonstrated ability to initiate and follow through on projects with excellence
- Demonstrated interpersonal and communication skills
- Demonstrated ability to handle sensitive and/or confidential situations with respect
- Preferred minimum 18 years of age
- Availability to work regular and irregular hours
- Good health and stamina
- Completion of reference and background checks



General Responsibilities:

- Uphold the mission, vision, core values, and core commitments of Camp Caroline with the highest standard of excellence
- Uphold Camp Caroline policies and adhere to policies, best practices, and principles related to standards of service care as established by recognized authorities
- Assist in nurturing the spiritual atmosphere of Camp Caroline for campers, guests, and staff
- Develop a welcoming atmosphere and safe environment for campers, guests, and staff
- Anticipate and attend to camper and guest's service needs

Challenge Course Leader Responsibilities:

- **Main Purpose:** To lead campers in the faith journey of becoming a disciple of Jesus Christ, accepting each one at whatever place they may be at spiritually, and helping them grow closer to Jesus Christ through encouraging them in:
 - First Steps – Beginning a life-long journey with Jesus
 - Next Steps – Following Jesus faithfully
 - Servant Leadership – Exemplifying Jesus' love and concern for others
- Attend 'Challenge Course Certification' training, with certified instructor
- Plan and lead the Challenge Course activity program (high ropes course, giant swing, zipline) in a manner that emphasizes safety first, individual challenge and accomplishment second, group participation and encouragement third, with counsellor/camper relationship building and spiritual application mixed throughout
- Adapt Challenge Course programming as needed to be applicable for grade camps, family camps, and day camps
- Take responsibility for the safety of campers and staff at the ropes course, swing, and zipline
- Model and promote the responsible use of the ropes course, swing, zipline and their associated equipment
- Train summer staff to belay, and supervise while they are belaying
- Train summer staff to safely receive guests at the zipline
- Include a rules, safety, and training briefing for every group at the beginning of each session
- Incorporate spiritual application during all sessions. This can take place at the beginning, middle, or end of the session as an applicable lesson to the activity.
- Support, train, and give leadership opportunities to summer staff, Leads, and volunteers assigned to the ropes course, swing, and zipline
- Work in cooperation and conjunction with the other Challenge Course Leaders
- Keep neat and accurate records as required:
 - daily inspection of the wall, ropes course, swing, zipline, and equipment
 - monthly inspection of the wall, ropes course, swing, zipline, and equipment
- Maintain and repair the wall, ropes course, swing, zipline, and all associated equipment as needed
- Secure the wall, ropes course, swing, and zipline when not in use
- Continue to help develop the wall, ropes course, swing, and zipline policies and procedures manuals
- Provide up-to-date and accurate records of the operation of each Challenge Course element, and track and store these records as instructed



- Communicate any concerns with elements, weather, or schedule to the Program Team Leaders and Director of Summer Camps
- Keep the Challenge Course areas and equipment storage neat, clean, and orderly
- Take inventory of all Challenge Course equipment and supplies at the beginning and end of summer

Summer Camp Responsibilities:

- Participate fully in summer staff training, events, and chapels
- Regularly look for ways to extend hospitality and care to campers and guests
- Work consistently to keep Camp Caroline clean and guest ready
- Participate in all summer camp events, and assist with them as required
- Give leadership and/or help in the children's or youth program during family camps
- Participate in the "Adopt a Family" program during family camps
- Serve in assigned area during Grades 2/3/4 Camp (assigned area may range from counseling to dishwashing to maintenance)
- Assist with drama and worship teams as desired
- Assist in Sunday camper registration and Friday camper pick-up as assigned
- Attend and participate in all Worship Times, Evening Events, and Campfires, unless involved in other camp duties
- Work with other staff to foster an effective atmosphere at all summer events and activities

Time Management Expectation:

- Setting up/taking down activity area – 30%
- Leading activity times – 50%
- Supporting counselors – 10%
- Paperwork and reporting – 5%
- Staff meetings – 5%

Key Working Relationships:

- Program Team Leaders
- Director of Summer Camps
- Assistant Director of Summer Camps
- Summer Leadership Team
- Summer Staff
- Volunteer Staff