

**Kenbrook Bible Camp**  
**190A Pine Meadow Road**  
**Lebanon, PA 17046**  
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**KREW DIRECTOR**  
Job Description  
Revised 11/09

*Note: This position description does not state or imply that the duties enumerated here are the only duties and responsibilities that may be assigned to or expected of this position. Employees holding this position will be required to perform any other job-related duties as requested by management. All requirements are subject to possible modification to reasonably accommodate individuals with a disability.*

**Responsible to:** Director of Youth Ministry

**Supervisor of:** Krew campers

**Purpose:** To plan, oversee, direct and supervise the Krew program; to be a servant leader to weekly Krew campers, teaching them the art of unselfish service to others as they assist the camp staff with maintenance and food service.

*Serving at Kenbrook is far more than a job; it's a ministry! The Kenbrook staff is a team, working together to glorify God by serving the body of Christ and our community through relationships, programs, and services that promote evangelism and discipleship. Consequently, it is vital that our staff understands that "going the extra mile," serving beyond the scope of our job description is often a part of what we are called to do. Whatever our task, we must bear in mind that our service is ultimately unto the Lord. It is for His glory and honor that we serve.*

**Qualifications:**

- At least 21 years of age
- Basic First Aid and CPR certification
- Evidence maturity in his or her Christian life
- Understands and practices what it means to become part of a the ministry team in a residential camp program which includes self-sacrifice, accountability, mutual admonition and encouragement, and corporate praise
- Previous ministry or service experience
- Have a love for and desire to work with teenagers in a camp setting
- Desire to sharpen and develop new leadership skills
- Physically capable of performing tasks in food service and maintenance
- Demonstrate flexibility to allow for changes such as schedules and resources
- Have the desire and maturity to minister consistently with the philosophy and goals of Kenbrook Bible Camp

## **Responsibilities:**

### *Supervisory & Training:*

- Willingness to lead a session or two during pre-camp staff training
- Observe Krew members interacting in their work environment, with their area supervisors and with each other
- Meet with each Krew member weekly for a one-on-one
- Provide positive reinforcement, encouragement and affirmation when appropriate
- Confront Krew members as necessary to address various problems and to encourage change and growth in those weak areas
- Plan and lead group orientation sessions for Krew camper participants during Open House and as needed throughout the Krew's time of service
- Lead by example, working side by side with Krew campers
- Watch the overall health of the Krew and report any problems to the nurse
- Observe Krew behavior, assess its appropriateness, enforce safety regulations and emergency procedures and apply needed behavior management techniques

### *Administrative:*

- Coordinate with the Head Cook and Maintenance Director the work schedules for Krew campers
- Attend and participate in all staff meetings
- Meet weekly with the Director of Youth Ministry, acting as a liaison between Krew and area supervisors, communicating pertinent information, needs and problems
- Provide an opportunity for each Krew team to go up the climbing tower and zip line by communicating with the Program Director to arrange use of equipment
- Maintain typed records about each participant evaluating their performance and work ethic and whether or not the participant would be recommended for future employment

### *Counseling:*

- Effectively use teachable moments that grow out of your experiences together
- Encourage a group atmosphere of fun, enthusiasm, acceptance and sharing

### *Spiritual:*

- Be a model of a Christian man or woman before the campers and staff.
- Endeavor to share Christ in meaningful ways through your words and actions
- Actively guide the Krew through daily Bible Studies and times of open spiritual discussions
- Provide spiritual counsel for the teenage Krew pointing them to Scriptures to minister to their particular need or concern
- Maintain your personal daily quiet time throughout the summer
- Be loyal, supportive and edifying to your fellow staff members—communicate needs or problems directly to the Director of Youth Ministry to avoid slandering one another