

Men and Women's Deans:

Reports to: Program Director

Supervises: Counselors, Summer Staff

The Deans oversee all Spiritual Care Staff (see ahead) which includes counselors, but also invest into the spiritual wellbeing of all staff (gender respective). Functions as the first authority level and as staff minister for counseling staff – supporting, encouraging, and contributing to staff unity. Deans will facilitate “one-on-ones” to disciple and encourage summer staff and will be involved in conflict resolution camp wide.

Dean Responsibilities:

- **COUNSELOR MEETINGS**
 - Assure meetings are productive, on time, and organized
 - Assess needs of the staff and adapt plans if needed
- **SPIRITUAL CARE**
 - Have weekly check ins (One on Ones) with counselors to assure that they are healthy, growing, and heard
 - Maintain a sense of how cabin times are going for the counselors and if they need additional support
 - Assure staff has adequate training in what they are asked to perform
 - Communicate plans and information to the counseling staff team
 - Walk alongside staff to care for their needs
 - Relieve or schedule staff for “Personal Spiritual Times”.
 - Encourage Staff Church attendance
- **CAMPER CARE**
 - Second line of defense for camper behavior interventions.
 - Resource for challenging camper behavior and staff support
 - Rove in the evenings and help loud cabins settle down
 - Deliver “dean talk” of rules and expectations on Sunday’s orientation
 - Assure staff are taking care of their campers and are being attentive
- **STAFF FUN**
 - Plan and execute staff fun events
- **OFFICE WORK**
 - Work with Assistant Program Director to make meal crew schedules
 - Schedule time off
 - If changes to time off schedules are needed- communicate changes to the impacted staff

- Communicate with staff for upcoming week assignments (Counseling, REC, Day Camp, etc) and designate those assignments with the Assistant Program Director
- **GENERAL RESPONSIBILITIES**
 - When possible, rove during the day to make sure that staff are where they need to be
 - Enforce curfew
 - Facilitate “Coaching Conversations” as needed addressing Summer Staff behavior

Generic Camp Lead Duties

- Lead one morning devotional each week on the predetermined day
- Lead and mentor the Summer Staff spiritually while leading self in conduct that reflects CRISTA's Statement of Faith
- Attend all mandatory Staff Fun events
 - Encourage staff to participate
- Attend Leads Meetings
- Jump into activities, housekeeping, hosting, guest service, and counseling where need be
- Stay present until the end of the day and maintain an “all in” attitude
- Assist Hospitality Director with weekend needs
 - Host (or co-host) weekend groups
 - Participate with meal hosting
 - Leading housekeeping flip teams on Friday and Sunday