

JOB POSTING



LEADERSHIP PATHWAY DIRECTOR

FULL-TIME • PERMENANT

Position Details

Reports To: Executive Director

Start Date: Immediate

Compensation: \$60,000 - \$75,000 annually, 15+ vacation days and health benefits

This role is based out of our Mary Lake, Muskoka location. We anticipate that this individual will be onsite for June, July and August (our impact season). The remainder of the year requires a regular presence on property (at least 5 days per month), with the balance of working from home or travelling to the GTA to connect with our young leaders.

About Camp Mini-Yo-We

Camp Mini-Yo-We is a Christian summer camp and year-round retreat centre located in Muskoka on beautiful Mary Lake. We host roughly 2500+ campers a summer and another 50+ guest groups throughout the year. We have a rich history as one of Ontario's premier summer camps since we opened in 1946. Our big idea is to develop tomorrow's leaders through life-changing adventures in God's creation.

About The Director of Leadership Pathway

The Director of Leadership Pathway is a senior leadership role at Camp Mini-Yo-We, reporting directly to the Executive Director. This full-time, year-round position focuses on developing, discipleship, and staffing for all our programs, ensuring that our mission to develop tomorrow's leaders through life-changing adventures in God's creation is fully realized. The Leadership Pathway Director will oversee all aspects related to people development & management in our summer camp programs, including [Enterprise](#) and [LIT](#), as well as manage all our seasonal staff teams, including [Summer Staff](#), Spring Crew, and [Intern programs](#).

The leadership pathway at Camp Mini-Yo-We offers a unified and transformative journey for young leaders. Starting with our camper programs, participants are immersed in foundational experiences that ignite their potential. As they progress, they transition into our leadership development programs during the summer, where they hone their skills and deepen their faith. This growth continues as they join our Summer Staff, taking on greater responsibilities and mentoring newer campers. For university-aged leaders, the journey extends into our Spring Crew, where they engage in a transformative service experience. Finally, the pathway culminates in our year-round internship program, where they receive hands-on experience and development, preparing them to become the next generation of impactful, Christ-centered leaders.



Vacation & Personal Days

Start with 15 vacation days and 7 personal days to use when you or your family are unwell.



We Contribute 5% To Retirement

If you opt into our pension plan and contribute 2% of our salary to retirement, we'll contribute 5%!



Your Phone Plan is Covered!

All staff receive a fixed amount per paycheck to help cover the cost of their cellphone plan.



Health, Dental & Vision Plan

Our plan covers you and your family keeping you healthy and safe.

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Key Responsibilities

Leadership and People Development

Lead and mentor a dedicated small year-round team and oversee a summer staff of approximately 200 individuals.

- Develop and implement a comprehensive leadership pathway that fosters growth, discipleship, and development for staff and campers alike.
- Ensure consistent coaching, feedback, and development opportunities for their year-round staff, summer staff & intern team members, focusing on [Mini-Yo-We 6 pillars of leadership](#).

Develop a system for this dispersed team to stay connected and committed to organizational goals. Ensure the team is growing through consistent coaching and feedback with a specific focus on:

- Results matter - driving the team to achieve defined goals
- Leadership development - fostering the next generation at all levels
- Culture - building a “leave it better than we found it” approach

The “Face” of Summer Ministry

- Work to be visible in the Christian community in Ontario, including, but not limited to, attending and speaking at conferences, Sunday morning teaching experiences, and active networking.
- Develop & deploy a church networking strategy to ensure we have developed 6-12 close relationships with prevailing churches across the evangelical movement.
- Explore opportunities for key partnerships with schools, colleges, universities or other Christian non-profits that share an overlapping desire to develop next-generation leaders.

Define & Develop Support Materials

- Ensure “standard operating procedures” are developed throughout the entire leadership pathway.
- Enforce an “always seeking feedback” approach that encourages us to be constantly learning.

Summer Program Execution

- During the summertime, manage the execution of all people aspects of our summer programs through onsite leadership.
- Foster healthy working relationships between our ministry's various aspects and summer programs.

Communication and Relationships

- All staff members are expected to take initiative in communication and ensure that all parties are kept informed as required. This person is expected to subject themselves to the lines of authority and have a passion for the organization's overall goals.



Camp Coupons For Your Friends!

Staff receive 2 coupons for 75% OFF to invite family and friends to summer camp at a reduced rate!



Eat On Us When the Kitchen is Open!

Staff get lunch free when the kitchen is open for summer programs and guest groups!



Celebrate Your Birthday in Style!

Your birthday is a bonus vacation day! Take the day off to rest and have fun!



Engage In An Incredible Culture!

Join a Christ-centered team engaged in devotions and prayer, monthly all-hands meetings, team meals and fun events outside of work hours.

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Skill Qualifications

We are seeking someone who has a positive attitude, is highly organized, communicates well both verbally and in written form, has attention to detail and enjoys providing above-and-beyond service to others! You must be excited to learn and develop new skills, flexible enough to adjust between duties and enjoy working in a fast-paced environment (particularly from May to September).

There will be a strong team around you to train you in the specific responsibilities of the role. The following qualifications are an asset for this position:

- Strong communication skills, both written and verbal.
- Strong organizational abilities; plans, anticipates needs, prioritizes tasks, and maintains focus.
- Must be flexible and able to adjust quickly to changing priorities.
- Leadership ability and being a team player.
- Able to recruit, train and manage volunteers.
- Proficient in the use of Google Workplace (Gmail, Docs and Sheets) and/or Microsoft Office
- Experience interacting with leaders both verbally and in written form
- Experience in database and online software management. We use the following software set for administration: CampBrain, Donor Perfect, and Formsite. Experience with this software is not required but is a benefit for applicants.

Personal Qualifications

Key to this role is a vibrant faith in Jesus and an active commitment to growing closer to him. You are deeply connected to a local church community. You show “above & beyond” care for others in living out your faith. You have a servant attitude, being both helpful to all and committed to the Camp community. The person in this role must be flexible and willing to pitch in and assist as part of the team.

Applicants must be willing to sign an agreement to and accept the Camp Mini-Yo-We [Statement of Shared Beliefs](#) and [Guidelines for Community Living](#).

We are a Summer Camp

You have to be excited to live in Muskoka for the summertime and serve alongside hundreds of young people who are developing and growing.

You know that we “work while others play.” We embrace the fact that we have a flexible work arrangement for most of the year, but for the 10-12 weeks of summer, it is “go time” for you and your team.



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Why You Should Work at Camp Mini-Yo-We

- **Incredible Culture** - Camp provides a fun and caring environment that is Christ-centered and includes morning devotions and prayer, monthly all-team meetings to stay connected, regular meals together on-site and fun community events outside of work hours.
- **Competitive Compensation** - We provide a competitive salary, two weeks of paid vacation and the option to enroll in our health benefits package. You also receive ten paid personal days when you are sick or need time away for an appointment. Meals are provided during work hours when programs run, and the kitchen is open.
- **Established & Experienced** - Camp Mini-Yo-We boasts a nearly 80-year legacy of providing the best-in-class overnight experiences for kids in Canada and worldwide. You will join a growing ministry with an experienced team, strong traditions and a focused mission to develop tomorrow's leaders in our campers and staff.
- **Work That Matters** - Your work will make a difference by providing the best possible experience for our campers, guests and the broader community. You will be given responsibilities, not just tasks, and you will see the impact of your work through the ministry.

Interested? Good... We Need You!

Send us a copy of your **résumé** and a **cover letter** telling us a little about yourself and why you are interested in the position. The contact for this position is Steve Gibson, our Board Chair who is overseeing the hiring process.

- **Email:** steve@miniyowe.com



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