LEADER IN TRAINING SMALL GROUP LEADER

SUMMER 2027 JOB DESCRIPTION

Contract Details

Accountable To: Head of LIT
Period: Staff Training in June through end of July (Specific dates TBD)
Honorarium: $225 / week (plus room & board)

Purpose and Scope

Camp Kwasind, a ministry of the Canadian Baptists of Ontario & Quebec is a Christian Camp that seeks, develops and nurtures Christian faith and relationships through effective programs in a safe, exciting, and natural environment. It is our aim to be a living demonstration of God's love which is demonstrated through our care for all of creation, providing quality programming, and the intentional reaching out to those on route to Jesus as we live as a community of faith.

The LIT Small Group Leader is focused on supporting and working with Head of LIT and LIT Coordinator to ensure the successful implementation of the LIT program including supporting with the canoe trip, leadership lessons, Biblical teaching, service projects, fun activities and practicum observation. They are to also provide mentorship and leadership to the LITs.

Qualifications:

- A mature faith in Jesus Christ and an active part of a local church.
- Commitment to the mission, faith, philosophy, staff code of conduct and core values of CBOQ & Camp Kwasind.
- Minimum age 22 years of age
- Experience in leadership roles in a camp context
- Strong leadership skills & interpersonal skills
- First Aid or Lifeguarding qualifications are an asset
- Musical talents are an asset

Responsibilities:

We expect all LIT Small Group Leaders to attend and participate in all required pre-summer training sessions, learn and know Camp Kwasind's goals and mission and focus on your spiritual growth through a local church and/or mentorship.

Before camp

- Attend and participate in Staff training at the beginning of the season.
- Participate in weekly LIT Bible Study (roughly April-June)

While at camp:

- Mentor a select group of LITs.
- Facilitate during small group times.
- Serve as an example of "Cabin Leading" as you live in community with LITs.
- Provide regular feedback on leadership, faith, and personal development for each LIT camper.
- Pray with and for each LIT camper.
- Provide "classroom management" during teaching sessions.
- Assist with worship and campfire times.
- Assist in creating memorable programs and WOW experiences.
- Mentor and coach LITs and their senior leader during practical week.
- Do mid-term and final evaluations with each LIT in small group.
- Provide leadership and devotional support on first week canoe trip.
- Ensure that LIT's are being equipped as Christian leaders.
- Adhere to the rules and regulations as established by Kwasind.
- Attend all applicable staff meetings and bible studies as scheduled.
- Always exhibit professional Christian behaviour.
- Remember that the LITs are your number one priority.
- Attend all staff meetings, trainings, and staff bible study/faith practice and weekly chapels as possible
- Active participation in Campfires, Vespers, Camper chapel, Camp Wide-games, and other programmatic elements as is requested and that is possible with this role

During Practical Week:

- Meet daily with Cabin Leaders of selected LITs to get feedback
- Meet daily with selected LITS for quick debrief and coaching
- Meet occasionally with CLCs for feedback on LITs
- Meet with 2 times with activity head of selected LITs to get feedback on LIT leading in electives

After the Program:

- Meet individually with each LIT and the Head of LIT to evaluate their performance in the program.
- Provide each LIT with a letter of reference.
- Write a report to evaluate the success of the program and recommend

improvements.

- Assess and evaluate both the LIT program and make recommendations for the following summer.
- Seek to maintain connection with LITs.
- Attend LIT Retreat in the fall (dates TBD)

Your Support

- The Head of LIT – They will support and mentor you during your time at Kwasind with 1 on 1's, encouragement, development and prayer.
- Your Spiritual Health – All staff at Kwasind are given time each day to spend with Jesus and their bible. You will have daily time to connect with other staff, read and discuss the bible during faith practice, and pray together.
- Your Mental/Physical health – We care about your mental and physical health, so each day we provide designated rest times to provide space to focus on self-care. Kwasind also has a registered nurse on site each week to provide additional care as needed.