

Mission Engagement Director (MED)

Department: Central Office

Classification: Full-time, Year-round

Reports To: Executive Director

Minimum Qualifications:

1. A sincere love for Jesus Christ and a desire to serve Him.
2. A mature disciple is gifted and qualified for mentoring, Bible teaching, and shepherding men of all ages.
3. Full support of Deerfoot's mission, statements of belief, policies, and code of conduct.
4. Successful experience at Deerfoot Lodge as a camper or staff is preferred, but other volunteer experiences with Deerfoot and beyond may suffice.
5. BA or higher in a ministry-related field or extensive ministry leadership experience.
6. Coachable, teachable, high-energy level, and self-starter.

Position Description

The Deerfoot mission is understood as a way of life that carries through seasons of life. The MED is a full-time year-round role focused on those who have 'aged out' of participation and service in the traditional summer camping program. The primary goal for this role is to extend the camp mission through all seasons of life—to alumni and like-minded men aged 23 and older.

The Mission Engagement Director will support and develop events designed for adult Deerfoot alumni and like-minded people at all seasons of life. The MED is expected to lead as a shepherd who leads men relationally and by developing resources and events useful for men of all ages in their walk as godly men. The MED is not meant to shepherd as a 'lone ranger' but will raise other volunteer co-leaders to minister collaboratively. The scope of program responsibility does not include the summer camp programs but rather auxiliary program initiatives toward those who have aged out of the summer camp operations.

Secondarily, the MED will support the whole organization as an alumni coordinator and supporter of off-season events such as Father/Son and Work Weekends and the summer camp programs through staff hiring and training. The MED is not expected to hold a staff or leadership position in either summer camp program but to support the camps as directed, primarily in staff training.

Specific Responsibilities

1. Mission Encounters

- a. Design and oversee compelling events throughout the year that encourage Deerfoot alumni in their walk as godly men¹.
- b. Events may be on-site at either camp property (coordinating with the Summer Camp Director, who manages the site schedule) or at outside venues and compelling destinations.
- c. Events should carry the central Deerfoot programmatic distinctives (highly relational, challenging, and participatory/experiential), including outdoor-oriented activities that embody Deerfoot values. An outdoor emphasis is not required at all events but will generally be part of the experience. Events could be content-driven and target specific groups or topics, such as marriage, discipleship and spiritual formation, dads/moms, pastors, and other focuses. Many events will be more experiential and should vary in physical demands to suit alumni at different seasons of life and physical abilities. Winter Trek, for example, is physically demanding and suitable for some alumni but not all. On the other hand, a fly-fishing weekend may be less physically demanding and more ideal for other alumni.
- d. The MED will oversee the registration and logistical elements of Mission Encounter events. These events are expected to be self-paying, covering all direct and overhead expenses.

2. Discipleship Culture

- a. The MED will participate with the Camp Directors to cultivate a comprehensive discipleship culture at Deerfoot. Spiritual growth and depth should be central to all Deerfoot experiences (summer camp or other).
- b. The MED will develop resources and help Deerfoot alumni grow as Jesus' followers at every season of life. These may include online groups, book clubs, accountability groups, podcasts, newsletters, etc.

3. Alumni Engagement

- a. While all the Camp Directors participate in alumni engagement, the MED will be a primary point of contact between Deerfoot and its alumni.
- b. The MED will help develop the Deerfoot database, which should be helpful for demographic, geographic, and experience-targeted searches, focusing on alumni contact information and history with Deerfoot.
- c. The MED will reach out to recent staff who 'age out' of the summer program to welcome them into the alumni community and inform them of available resources.
- d. The MED will support and participate in Deerfoot fund-raising efforts as called on by the Executive Director.

¹ How many? This is to be determined, but estimated at 6-8 events per year. The vision is to raise up volunteer event leaders so that they are not all dependent on the MED. Would like to see multiple events every year that target/appeal to different demographics of men.

4. **Summer Program Support** - The MED will support the summer camp programs in the following ways. He is not expected to carry a leadership/staff role in the summer camp program, but he must be a familiar leader to the camp staff, who will become alumni.
 - a. The MED should gain instructor certifications in wilderness first aid, CPR, and lifeguard training. Each year, he will teach certification classes to Deerfoot staff and Guides (as needed). These courses will be during staff training and Session 1. They will require travel between the camps during May and June.² He is not required to serve at the summer camp outside these trainings but is welcome if he can fill a helpful role and housing is available, as determined by the SCD at each camp.
 - b. As scheduling allows, support staff hiring strategy efforts. The MED may be asked to represent Deerfoot at camp fairs or other events to support promotional and recruitment efforts.

² This will require an estimated period of two weeks at each of the two summer camps.