

Hiring: Mission Engagement Director (MED) Position Description

About the Role: Deerfoot Lodge seeks a seasoned ministry leader who will develop a new strategic initiative at Deerfoot that targets alumni and like-minded men to continually renew and revive their commitment to live as godly men in a Christ-centered community and to equip them to build others in the same way. This initiative forges a new dimension of Deerfoot ministry beyond the summer camp program.

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 at Deerfoot Lodge. The primary goal for this role is to extend the camp mission¹ through all seasons of life—to alumni and like-minded men aged 23 and older. As such, the role is not directly involved with summer camp operations but auxiliary program initiatives for those who have aged out.

Secondarily, the MED will be an alumni coordinator who will encourage alumni engagement with Deerfoot. He will support and participate (as able) in off-season events such as Father/Son and Work Weekends and staff training.

The MED is a full-time Senior Staff level position and a member of the Executive Team, reporting to the Executive Director. The preferred location is near Asheville, NC, but remote locations may be considered.

Primary Responsibilities

- **Develop and Oversee Mission Encounters**—The MED will develop and lead compelling Deerfoot events throughout the year that encourage Deerfoot alumni to walk as godly men.
- **Alumni Discipleship** - The MED will pioneer a relational, spiritual growth/depth movement among alumni and like-minded men.
- **Alumni Engagement** - The MED will rally alumni connections supporting the Deerfoot ministry.
- **Program Support** - The MED will provide hands-on support to off-season programs and summer staff training.

The ideal candidate will possess the following skills and character traits:

1. **Spiritual Depth & Maturity.** He should possess the heart of a mature shepherd (i.e., pastoral) and a desire to teach and disciple others. He will have proven experience in ministry leadership. A BA or higher degree in a ministry or human development-related field is preferred—a history of healthy involvement with a community of believers.
2. **Self-management and administrative skills.** The MED must be self-motivated and self-disciplined. He will be called on to develop and manage complex tasks without direct oversight. Abilities should include:
 - a. Creative and innovative thinking.
 - b. Recruiting and managing volunteer help.
 - c. Basic financial management (i.e., event budgeting)

¹ “To build godly men in Christ-centered community through wilderness camping”

- d. Computer and electronic communications aptitude.
3. **Capacity to travel.** The MED role will require periods of travel throughout the year, including some evenings and weekend work. Travel time is estimated to be 30% of work time.
4. **People skills.** The MED should possess strong people and relational skills. Recruiting, shepherding, and leading Mission Encounters will require the ability to relate to people quickly and genuinely.
5. **Pioneering & Entrepreneurial aptitude.** The MED must possess ‘start-up’ and creative abilities. He should be able to take ideas and make them happen. He should welcome the suggestions and input of others but be even better at generating ideas that will attract next-stage Deerfooters to these programs.
6. **Physical Capabilities.** Most events will be wilderness-based and require abilities to hike (backpack), camp, and thrive in outdoor settings. The MED should be physically able to gain instructor certifications for outdoor leadership and summer staff training (Wilderness First Aid, Lifeguard, etc.)
7. **Essential Personal Qualities:**
 - a. **Lover & follower of Jesus.** A passion for his spiritual growth and Christ-like tenderness toward others.
 - b. **Loves and enjoys people.** He can listen, shepherd, and put the needs of others ahead of himself. He enjoys building new relationships.
 - c. **Humble.** Eager to receive feedback and one who welcomes suggestions. A person who empowers others and rejoices in their success.
 - d. **Self-leader.** Able to use time wisely without direct oversight. Lives a disciplined, balanced lifestyle that reflects Christ-like priorities.
 - e. **Healthy relationships.** Relates well with women and men, families and singles, in a respectful and nurturing way.

This is a full-time salaried position with benefits. The salary range is \$75,000-\$85,000. The deadline to submit applications is May 31.

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