

# **YMCA of the Greater Twin Cities YMCA Camp Northern Lights**

## **Leadership Development Program Job Description**

The Leadership Development Program (LDP) at Camp Northern Lights is intended to provide personal growth and leadership development opportunities for Camp Northern Lights teens and young adults. LDP's develop skills necessary to lead in any setting or community they are members of, as well as, observe the Program Staff while supporting them with a wide range of Northern Lights activities. It is expected that, in addition to regularly assigned tasks, LDP's will keep their eyes open and look for opportunities to learn or grow in interpersonal skills through interacting with, and serving all campers. LDP's are the future of our camp community, you are the next program staff, and you help to shape the world we live in.

### **QUALIFICATIONS**

1. The Leadership Development Program is for persons entering grades 9 – 12 in the fall of 2026 who are willing to serve the needs of the camp and family campers for a two-week period.
2. The applicant must be committed to working on personal and leadership growth.
3. All applicants must thoroughly complete the application form by November 28<sup>th</sup>, 2025.

### **LDP JOB EXPECTATIONS**

1. Assist program staff in planning and facilitating morning age group activities.
  2. Participate in Leadership Development Sessions facilitated by the LDP Coordinator and other program staff.
  3. Assist program staff with scheduled family activities (guiding hikes, overnight camp-outs, campfires, crafts, cookouts, s'mores night, etc.)
  4. Daily responsibilities include, but are not limited to, the following activities: meal set-up, cleaning dishes, work projects, program responsibilities, cabin cleaning and more.
- I. Procedures and possible daily routine:
1. Meal set up and clean up in Orion Jr. The exact help will vary from meal to meal and week to week but duties will include setting tables and tidying the community tent meal area.

2. Other: these include sauna preparation, help with age groups, evening activities, afternoon hikes, paddles, arts and crafts and upkeep of LDP housing.
  3. Sessions: LDP's will participate in several sessions that will further their social, leadership and camping skills.
  4. LDP overnight: On the weekend in the middle of the session, the LDPs go on trail for one night with Program Staff. This will include canoeing to Bear Island, learning to cook on an open fire and tent camping experience.
  5. All LDP's will receive individual feedback and evaluation at completion of their two-week session. As part of the evaluation process each LDP is requested to set personal goals and complete one or two self-evaluations.
- II. Personal Living Space
- Care and Maintenance. Your living areas will be kept clean and neat on a regular basis. You and your fellow LDPs will deep clean the entirety of your site at the end of the session.
- III. Meal Procedures
- All LDP's must attend every meal, you may also have the opportunity to join a family at their site for a meal.
- IV. Quiet Time 10:00 P.M.
- All LDP's are to be in Loon, Deer, and Pike by established curfew, do not leave the tent site without permission. Everyone has different amounts of sleep their body needs. Because many of us are living under the same roof and some people would like to go to bed earlier than others, it must be quiet in camp after 10:00 PM.

The role of an LDP is to reflect the quality and standards of Camp Northern Lights, adhering to the five core values of Caring, Equity, Honesty, Respect and Responsibility. It is important to show enthusiasm for the program and philosophy; demonstrate a willingness to perform assigned tasks and when those are finished, seek out other things to become involved in, along with investing in the families.

### **Questions?**

Please contact Jenessa Carlisle, Summer Program Director, at [jenessa.carlisle@ymcanorth.org](mailto:jenessa.carlisle@ymcanorth.org).