Summer Staff - Discipleship Leader

Encouraging Spiritual Growth Through Biblical Teaching, Intentional Discipleship, Prayer, and Christ-Centered Relationships

Beartooth Christian Camp's Mission

Beartooth Christian Camp (BCC) exists to provide a mountaintop experience that leads to life-changing relationships and a lasting eternal impact. Everything we do is filtered through our Core Values:

- Christ-Centered
- Safety
- Experience
- Relationships
- Stewardship

Organizational Relationships: Reports directly to the Executive Director. Works collaboratively with the Assistant Director, year-round leadership team, and summer staff members to support spiritual development, discipleship, and pastoral care.

Location: Fishtail, MT

Compensation: Summer Staff are paid bi-weekly at a weekly stipend rate to be determined by position before hire
Shared On-Site Housing is provided | Meals provided when groups are on site

Position Type: Seasonal | Typically late May through mid-August

Position Summary

The Discipleship Leader plays an important role in fostering the spiritual growth, encouragement, and accountability of summer staff at Beartooth Christian Camp. Working directly with the Executive Director, this position provides intentional spiritual leadership through staff devotionals, biblical teaching, prayer, mentoring, and pastoral care. The Discipleship Leader seeks to build meaningful relationships with staff members, encourage personal spiritual disciplines, and cultivate a Christ-centered community characterized by authenticity, unity, and servant-hearted leadership. Through consistent investment in the spiritual lives of summer staff, this position helps strengthen the ministry culture of BCC and supports its mission of creating life-changing relationships and a lasting eternal impact.

Expected Schedule

The Discipleship Leader serves within a flexible daily schedule based on staff devotional times, camp programming, individual discipleship opportunities, and ministry needs. Responsibilities may include morning or evening devotionals, scheduled meetings, and occasional weekend activities. Actual working hours and assignments will be coordinated with the Executive Director, with scheduled breaks and time off in accordance with BCC policies. Flexibility and availability for meaningful staff interactions are important aspects of this position.

Qualifications

- A growing and authentic relationship with Jesus Christ.
- Demonstrate spiritual maturity, biblical understanding, and a commitment to personal spiritual disciplines.
- Possess a servant's heart, positive attitude, strong work ethic, and willingness to invest in others.
- Ability to communicate biblical truth clearly and effectively through teaching, discussion, and personal conversations.
- Demonstrate strong interpersonal skills, compassion, discernment, and the ability to build trusting relationships.
- Ability to provide biblical encouragement, spiritual guidance, and appropriate accountability while maintaining healthy boundaries.
- Demonstrate reliability, punctuality, personal responsibility, and the ability to work independently.
- Ability to work cooperatively with camp leadership and respect established organizational authority.
- Willingness to follow all camp policies, procedures, and safety guidelines.
- Successfully complete required background screening.

**Previous ministry, mentoring, discipleship, or pastoral experience is preferred. Formal ministry education is helpful but not required.*

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Job Description & Key Responsibilities:

Spiritual Leadership & Biblical Teaching

- Plan, prepare, and lead regular summer staff devotionals, Bible studies, and prayer opportunities.
- Provide biblically grounded teaching that encourages spiritual maturity and practical Christian living.
- Encourage consistent personal spiritual disciplines, including prayer, Scripture reading, worship, and reflection.
- Help establish and maintain a Christ-centered atmosphere throughout the summer staff community.
- Coordinate spiritual development opportunities with the Executive Director and camp leadership.

Discipleship & Spiritual Accountability

- Build intentional relationships with summer staff through regular conversations, mentoring, and personal encouragement.
- Provide opportunities for individual and small-group discipleship, spiritual growth, and accountability.
- Encourage staff to demonstrate Christlike character, integrity, humility, and servant-hearted leadership.
- Help staff navigate spiritual questions, personal challenges, and opportunities for growth through biblical guidance.
- Promote healthy relationships, unity, reconciliation, and mutual accountability among staff members.

Pastoral Care & Staff Support

- Provide prayer, encouragement, and appropriate biblical counsel to staff members experiencing personal or spiritual challenges.
- Maintain an approachable, compassionate, and trustworthy presence within the summer staff community.
- Recognize when concerns require additional pastoral, professional, or organizational support and communicate appropriately with camp leadership.
- Support staff through encouragement, conflict resolution, and spiritually grounded conversations while respecting established leadership responsibilities.
- Demonstrate appropriate discretion, confidentiality, and healthy relational boundaries in all ministry interactions.

Ministry Collaboration & Team Responsibilities

- Work closely with the Executive Director to support the spiritual vision and ministry culture of BCC.
- Collaborate with the Assistant Director and other camp leaders to encourage staff unity, accountability, and spiritual development.
- Participate in staff meetings, worship gatherings, and other ministry activities as assigned.
- Model Christlike character, humility, integrity, and a servant's heart in daily responsibilities and interactions.
- Build meaningful relationships with fellow staff members and demonstrate teamwork, encouragement, and mutual respect.
- Support the mission, core values, and ministry philosophy of Beartooth Christian Camp.

Every summer staff member plays an important role in fulfilling this mission, whether serving meals, maintaining facilities, leading activities, or building relationships with campers and guests.

Disclaimer:
This job description is a summary of the typical functions of the job, not a complete list. The responsibilities, tasks, and duties might differ from those outlined, and other duties, as assigned, might be part of the job.