

Position Profile

Lake Valley Camp Director Kellogg Peak Initiative

Lake Valley Camp (LVC) is a residential camp and a central component in PEAK's approach to closing the opportunity gap and supporting Milwaukee's young people on their leadership journeys.

PEAK stands for Potential, Experience, Access, and Knowledge



Our mission

PEAK's mission is to bring out the limitless potential in young leaders through extraordinary experiences and nurturing relationships.

Our vision

Our vision is that PEAK alumni shape their communities with poise, persistence, confidence, and character and that the PEAK Initiative is the recognized expert in preparing young people for a life of leadership and purpose.

The Kellogg Peak Initiative has partnered with Spano Pratt Executive Search to identify the new Executive Director. For a confidential conversation and to learn more about this opportunity please contact Rose Spano Iannelli.

Spano Pratt Executive Search
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About the Organization

Our mission at PEAK is to bring out the limitless potential in young leaders through extraordinary experiences and nurturing relationships. For many Black/African American and Latinx youth growing up in the city of Milwaukee, inequity may create barriers to reaching their fullest potential. Lack of access to engaging, hands-on, and impactful experiences along with gaps in societal encouragement and support for young people are contributing factors.

The PEAK Initiative is a nonprofit organization which centers on providing an outlet for hands-on-learning and recreation for Milwaukee's young people that they may not otherwise get. PEAK offers comprehensive programming that builds leadership-focused, social and emotional learning skills, spanning into adulthood.

We believe a child's potential should not be limited by their circumstance and that all youth have the right to be involved in activities and pursuits that nurture their spirit and support their passion. This is why PEAK works tirelessly to ensure that our young people have access to purpose-driven, experience-based programs, facilitated by highly-skilled professionals firmly invested in seeing them thrive. At PEAK, we seek to enlighten and empower our youth. PEAK stands for Potential, Experience, Access, and Knowledge – all key areas of focus for our organization. By filling what may be unstructured time during the year with positive, boundary-pushing experiences and supportive peers and adults, we believe we can bring out the best in our young people.

Our aim is to prepare PEAK youth for the road-of-life ahead, while helping them to recognize where the systems and structures that shape that road need repair, and how they might go about addressing these issues so the road is more traversable for themselves and for others. We do all of this with a healthy amount of fun and laughter mixed into the process. Our vision is that PEAK alumni shape their communities with poise, persistence, confidence, and character and that the PEAK Initiative is the recognized expert in preparing young people for a life of leadership and purpose.



About Lake Valley Camp

Lake Valley Camp (LVC) is a central component in PEAK's approach to closing the opportunity gap and supporting Milwaukee's young people on their leadership journeys. LVC serves as many as 550 youth over the course of each year at no cost beyond a nominal refundable deposit to all families involved. Our approach is long term and we form a partnership with caregivers and schools in supporting the continued growth of our campers from childhood into adulthood.

Lake Valley Camp is a purpose-built facility located amidst the picturesque hills and valleys of Southwestern Wisconsin on a privately owned 650-acre property. Every summer we build our camp community with the purpose of providing a safe and transformative outdoor experience for our staff and participants that promotes independence, care for the environment, creativity, working together and making positive choices.

About the Position - Camp Director

PEAK is seeking a collaborative and empathetic person with proven leadership experience to join our diverse team and oversee the programs and operations at Lake Valley Camp.

Lake Valley Camp is a central component to PEAK's program strategy and as such the Lake Valley Camp Director is an integral member of our Senior Leadership Team. This dynamic role oversees all Lake Valley Camp programs and operations, including two annual staff and 60+ seasonal staff. Each year over 500 youth and their families engage in hands-on-learning, leadership, and recreation at the camp.

The standard session at Lake Valley Camp is a 12 day/11 night outdoor experience for young people ages 9-18. Pioneers, Voyagers, and Teen Leadership participants will live, work, and grow together at our beautiful facility in Boscobel, WI. Campers will experience a variety of daily programs like: swimming, canoeing, horseback riding, team sports/teambuilding, archery, gardening, cooking, outdoor exploration, campouts, creative arts, performing arts, and practical life skills. Campers will also participate in key aspects of camp life, including campfires, stargazing, singing, daily reflection, strengthening friendships, and community building.

At residential camp, campers and staff live together in cabins that are separated into villages according to age and gender. The Pioneer Villages house campers ages 9 to 11 years old. The Voyager Villages house campers ages 12 to 14 years old. The Leadership Training (LT) Villages house campers ages 15 to 17 years old.



When families complete the registration process, campers are placed into cabin groups according to their level within the program. All cabins are assigned two staff members to live with, support, and care for each camper according to their individual and age-appropriate needs. Each village has a bath house with flushing toilets and showers.

Essential Job Functions

As Lake Valley Camp Director, your mission is to design and oversee the delivery of programming and community living at Lake Valley Camp that helps to close the opportunity gap and expand the perspectives, skills, and minds of the young people PEAK serves. The Lake Valley Camp Director uses camp programming as a vehicle for developing confident and capable young leaders in our youth and staff.

During the months of May through August, the Lake Valley Camp Director resides on site in the 4-bedroom Director's home on the Lake Valley Camp property, 650 natural acres with rolling hills, a spring-fed creek and lake. The remainder of the year is spent working collaboratively with the Milwaukee based team on planning and executing retreats while overseeing the resident camp budgeting process, seasonal staff recruitment and hiring, facilities preparation, and supporting participant recruitment and engagement initiatives.

- During the months of May through August, the Lake Valley Camp Director resides on site and leads all of the major camp operations including overseeing the food service, facilities, and health to support camper and staff safety and well-being at all times.
- You lead and oversee and support the evolution, design, and delivery of all camp programming while ensuring that the objectives of each program activity are aligned with the organization's mission, goals, values, and desired youth outcomes.
- You ensure compliance with American Camp Association accreditation standards and best practices.

- You lead and oversee the management of the Lake Valley Camp facility which includes creating and updating a long-term strategic plan for maintenance and capital projects.
- You lead and are accountable for the recruitment, screening, hiring and training of all camp staff as well as ensuring effective and fair supervision and evaluation of all camp staff members.
- You are tasked with creating a sustainable staffing model and pipeline that supports the mission and goals of PEAK and LVC and allows for the highest level of program quality and consistency for maximum benefit to program participants.
- You understand and put significant effort into screening and training team members to best serve young people of color in ways that promote dignity and self-worth, honor and respect culture, cultivate inclusivity, and celebrate diversity.
- You help identify, develop and maintain strategic camp partnerships that support organizational impact and efficiency.
- You manage risk while promoting independence and leadership skill development among your team and youth served.
- You are accountable for creating and adhering to camp program and operations budgets.
- You are a collaborative team member and exemplary leader at PEAK.
- You are willing to step in where needed to deliver on the PEAK mission and vision.

Knowledge, Skills and Attributes

- Authentic love for the outdoors and appreciation for the camp experience.
- Ability to reside at Camp Director home located on site during months of May through August.
- Passion for the Kellogg Peak Initiative's mission as it relates to youth services.
- Appreciation for diverse and multi-cultural differences and traditions and the importance of investing time and energy in creating inclusive and supportive environments and mindsets.
- Key competencies: Teamwork, Empathy, Grit, Initiative, Self-Management, Responsibility, and Integrity.
- A minimum of 3 years in progressively responsible roles in a resident camp setting; previous camp director experience preferred.
- Previous or current leadership role with a youth-serving organization.
- Must be at least 25 years of age in accordance with American Camp Association accreditation standards.
- Self-starter with a track record of success in achieving organizational objectives, including the conception and implementation of new program initiatives and supporting sustainability for existing programs.
- Calm under duress and able to make critical decisions in a quick and logical manner to minimize risk and to ensure safety and well-being of participants and staff.
- Technologically savvy with ability to learn systems quickly. Familiarity with Google Drive and client management databases a plus.
- Bilingual (English & Spanish) speakers are highly encouraged to apply but Spanish fluency is not required. It should be noted that for many of the families that PEAK serves, English is a second language and Spanish is primarily spoken at home, so a desire and willingness to learn conversational Spanish is a requirement.

Certificates, Licenses or Registrations

- Familiarity with and comfort in overseeing the American Camp Association (ACA) accreditation process and adherence to ACA standards.
- Must have a driver's license valid in the State of Wisconsin
- Valid CPR and First Aid certification is required within the first 30 days of employment (PEAK can support in attaining)

Education

Bachelor's Degree and/or relevant skills acquired through equivalent work experience (camp programming, outdoor leadership, recreation, youth work) required.

Travel

This position requires some travel, including engaging with team members and participants at the headquarters in Milwaukee and living at the Resident Camp location in Boscobel, WI throughout the 10-week summer camp program season as well as retreats throughout the year.

Equal Employment Opportunity

Lake Valley Camp provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, Lake Valley Camp complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.

Location / Boscobel, WI and Milwaukee, WI

The Kellogg Peak Initiative headquarters is located in the City of Milwaukee at Milwaukee County's Tiefenthaler Park. Lake Valley Camp is located in Boscobel, Wisconsin, which is approximately 150 miles west of the Milwaukee location. To learn more about the area of Boscobel please visit <http://www.boscobelwisconsin.com/>.

To learn more about the Peak Initiative visit <https://www.peakinitiative.org/>.

