Director of Camp Turner
OLV Charities

POSITION SUMMARY

The Director of Camp Turner is responsible for developing and implementing the mission, purpose, goals, objectives, budget, and organizational needs of Camp Turner. The Director provides leadership and oversight for camp operations during overnight summer children's camp (June-mid August) and rental groups (non-summer months) in alignment with OLV Charities' mission, policies, and procedures. Additionally, the Director helps develop and support off season youth ministry initiatives.

What are we looking for

Knowledge, Skills, and Abilities: We are seeking a collaborative, self-motivated camp leader who can create a safe, welcoming culture, manage daily operations, lead and develop staff, and build strong relationships with campers, families, alumni, and colleagues. The ideal candidate brings sound judgment, strong communication and decision-making skills, knowledge of budgeting, risk management, emergency procedures, NY State camp regulations, Safe Environment requirements, and Catholic teaching and youth ministry. Proficiency with Microsoft Office, camp registration systems, and social media is also important.

Education & Experience: Bachelor's degree and minimum age of 25 are required per NY State Health Code. Preferred candidates will have at least two years of experience in youth or young adult ministry, education, or residential camping, along with experience in hiring, employment practices, camp regulations, ACA standards, healthcare, food service, hospitality, and insurance. A valid driver's license and proficiency with camp-related software are required; ServSafe, First Aid/CPR certification, and practicing Catholic status are preferred.

Special Requirements: Must be able to live onsite during the summer camp season, travel to Camp Turner during the rental season, work occasional off-season weekends, and work onsite at OLV Charities during non-summer months. Candidates must also meet applicable NY State Sanitary Code requirements.

Key Responsibilities

Collaborate with OLV Charities to perform the following:

1. Camp Programs, Planning & Daily Operations: Oversee all aspects of the overnight summer camp program for ages 7–16, including programming, daily operations, camper supervision, parent communication, food service, healthcare, transportation, documentation, emergency response, facilities support, and group rentals. Foster a safe, welcoming, youth-centered environment that supports camper growth and a positive experience.

2. Staff Leadership: Recruit, hire, train, supervise, evaluate, and develop staff through clear expectations, coaching, feedback, and accountability. Foster a positive staff culture while ensuring compliance with employment, supervision, and safe environment requirements.

3. Financial Management & Administration: Manage the camp operating budget and ensure sound financial practices across camp operations, rentals, and program delivery. Support long-term financial

sustainability through responsible planning and oversight.

4. Marketing, enrollment and growth: Support camper and staff recruitment, rental growth, marketing, and enrollment strategies. Build relationships and use enrollment and operational data to identify opportunities for continued growth.

5. Facilities, Property & Asset Management: Oversee the stewardship, safety, maintenance, and readiness of camp facilities, property, vehicles, and transportation assets. Coordinate with staff and vendors to meet operational needs.

6. Compliance, Risk Management & Safety: Ensure compliance with applicable laws, regulations, accreditation standards, and Safe Environment requirements. Oversee risk management, emergency preparedness, safety procedures, and required permits and certifications.

7. External Relations, Advancement & Partnerships: Build and maintain relationships with donors, alumni, community partners, vendors, and other stakeholders. Represent Camp Turner and OLV Charities positively while supporting fundraising, engagement, and long-term sustainability.

8. Organizational collaboration and communication: Maintain strong communication with OLV Charities leadership and collaborate across Finance, Human Resources, Mission Advancement, Creative, IT, Facilities, and other departments to support camp operations.

Pay range: $74,000 - $80,000, based on experience; + benefits

Apply online at: Immersive1st
Questions? Please email Dan Weir at dan@immersive1st.com

About Camp Turner:

For more than a century, Camp Turner has been a place where faith, friendship, and adventure come together. Nestled in the hills of Allegany State Park, Camp Turner has welcomed generations of young people to experience the joy of summer camp while growing in confidence, character, and community. From campfires and creek walks to team challenges and quiet moments of reflection, every day at Camp Turner is rooted in helping campers discover their God-given gifts.

Founded in 1923, Camp Turner was established to provide young people with a safe, enriching environment grounded in Catholic values. Over the decades, it has evolved to meet the needs of new generations while remaining true to its mission: forming leaders, strengthening faith, and creating lifelong memories.

The Camp Turner ministry became a part of OLV Charities in 2021, continuing the legacy of service inspired by Venerable Nelson Baker. Through this partnership, the camp extends the humble priest's commitment to strengthening young people in mind, body, and spirit.

Today, Camp Turner stands as a living tradition. It's where history, faith, and fun intersect, and where young people return year after year to grow, lead, and belong.