



OPPORTUNITY PROFILE

EXECUTIVE DIRECTOR

KURIAKOS



ABOUT KURIAKOS

Kuriakos is built on a rich heritage that clearly shows God's hand acting through the dedicated efforts of many Christians over the years. In July 1930, the first Lutheran Bible Camp was held at Kasota Beach on Sylvan Lake, organized by Dr. Paul Nyholm, the pastor of Bethany Lutheran in Dickson.

Dr. Nyholm, Carl Christiansen (and his children, Eva Castella & Gordon Christiansen), Per Lund, and Robert Thompson were a group of individuals who longed for land that could be used as a Lutheran Camp. They spent a Saturday in June of 1931 driving to the homes of local farmers around Sylvan Lake asking if they would be willing to sell some land for the camp. At dusk, Carl Christiansen approached one Nick Isaacson with his proposal, and Mr. Isaacson replied that he had been waiting for many years for Lutherans to come and claim the land on the lakeshore. He sold the land for one dollar, and built an access road to the camp from his own resources. Facilities were built and put into service primarily through the help of volunteers. In 1933, the Sylvan Lake Danish Lutheran Bible Camp was dedicated for use.

The camp grew steadily with new buildings, new programs, and new people. The chapel still being used today was dedicated in 1958. The Dana Lodge was erected in the early sixties by a group of strong camp supporters from Standard. It was completely renovated during winter of 2001 and is an ideal facility for smaller groups.

In 1972, although funds were low, more buildings were developed. The old dining hall (called "the miracle 2x4 hall") was torn down after 40 years and the Kuriakos Centre Lodge was built, again almost entirely through donations and volunteer labour. By 1976, the lodge was completed and the attached Kuriakos Centre Dormitory was begun.

In the summer of 1979, Kuriakos began its journey from a summer camp to a year 'round ministry with the hiring of a permanent Executive Director. In addition to growth in programming, the eighties saw a great increase in the number of facilities: three cabins (Matthew, Mark, and Luke) and a tipi were added in the summers of 1982 and 1983; two covered wagons were added in the summers of 1986 and 1987; and from June 1987 to March 1988, the ARC (gym, craft room, shop) and lakeside wheelchair path were built through Project 38, a federal government program.

The nineties showed a continuation of growth: a tree house (1990) and sauna (1991) were added. In the spring of 1992, a quarter section of land (NE ¼ 20 – 39-02-W5) was purchased and partially developed near the original 17 acres of land- a promise of fulfilled hopes for the future.

In May of 2000, an additional 16-acre parcel ("The Acreage Property") was purchased just west of the current main site. This acreage has a large shop, and a house, currently being used as staff accommodation for the Property Manager. In December of 2001, a full-sized soccer field was built on this new land. In September of 2001, An Assistant Director position was created

which added a second full time, year 'round employee. This was an important step for the continued success of the camp, in order to manage and continue growth of the camp programs and facilities. In 2000 and 2005, anniversary celebrations at the camp saw hundreds of people come together to celebrate the past and future of this special place. In 2010, Kuriakos changed its internal road system to enhance ease of use and safety in the camp. Development of a new RV park and service building began. Thanks to government grants, donations, and thousands of volunteer hours, the project was completed in 2011.

Pastor Dave (PD) retired in 2011. Following a transition period, Rev. Art Weiss has served as Executive Director since 2015, and has overseen further growth of the staff team, facilities, and programs. This has included a focus on financial sustainability, with improvements made to our rental opportunities and program accommodations. In 2016 a renovation of Dana Lodge was completed, adding new bathrooms and showers and increasing the size of the lounge to make the building a self-contained rental unit. In 2018 a renovation of the ARC was completed, converting the workshop area into dormitory style sleeping accommodations and enlarging the kitchen to create a third stand-alone rental unit. This is supported by a staff team that now (2023) consists of five full-time employees, including our Assistant Director, Program Director, Hospitality Director and Property Manager.

The Purpose

Purpose: Kuriakos exists to proclaim the gospel of Christ, encourage and disciple.

Mission: Kuriakos is a community set apart for all people to grow together in Christ.

Values: Belonging:

We are created and accepted by God. We create safety for all to be in this place.

Growth:

Through challenge and fun, campers grow spiritually, mentally and physically. Through learning the Christian story, we grow in relationship with God, self and creation.

Togetherness:

We live our best life together in relationship with God. We live our best life together in relationship with each other.

The Structure

Association

Sylvan Lake Lutheran Bible Camp Association is owned by member congregations. At present, 29 congregations are members in the association. Lutheran, Anglican and Moravian Congregations can become members. Congregations also support Kuriakos by advertising camp

programs, sending campers, renting the site for congregational events, making donations, encouraging volunteers to serve, and through prayer.

Board

A group of dedicated volunteers is responsible for the governance of Kuriakos. The Board of Directors meets every other month to discuss and make decisions about the future of this ministry. Board members serve three year terms. Each Board member also serves as part of a management committee. There are four management committees:

- Executive Committee
- Vision Committee
- Sustainability Committee
- Risk Management Committee

Staff

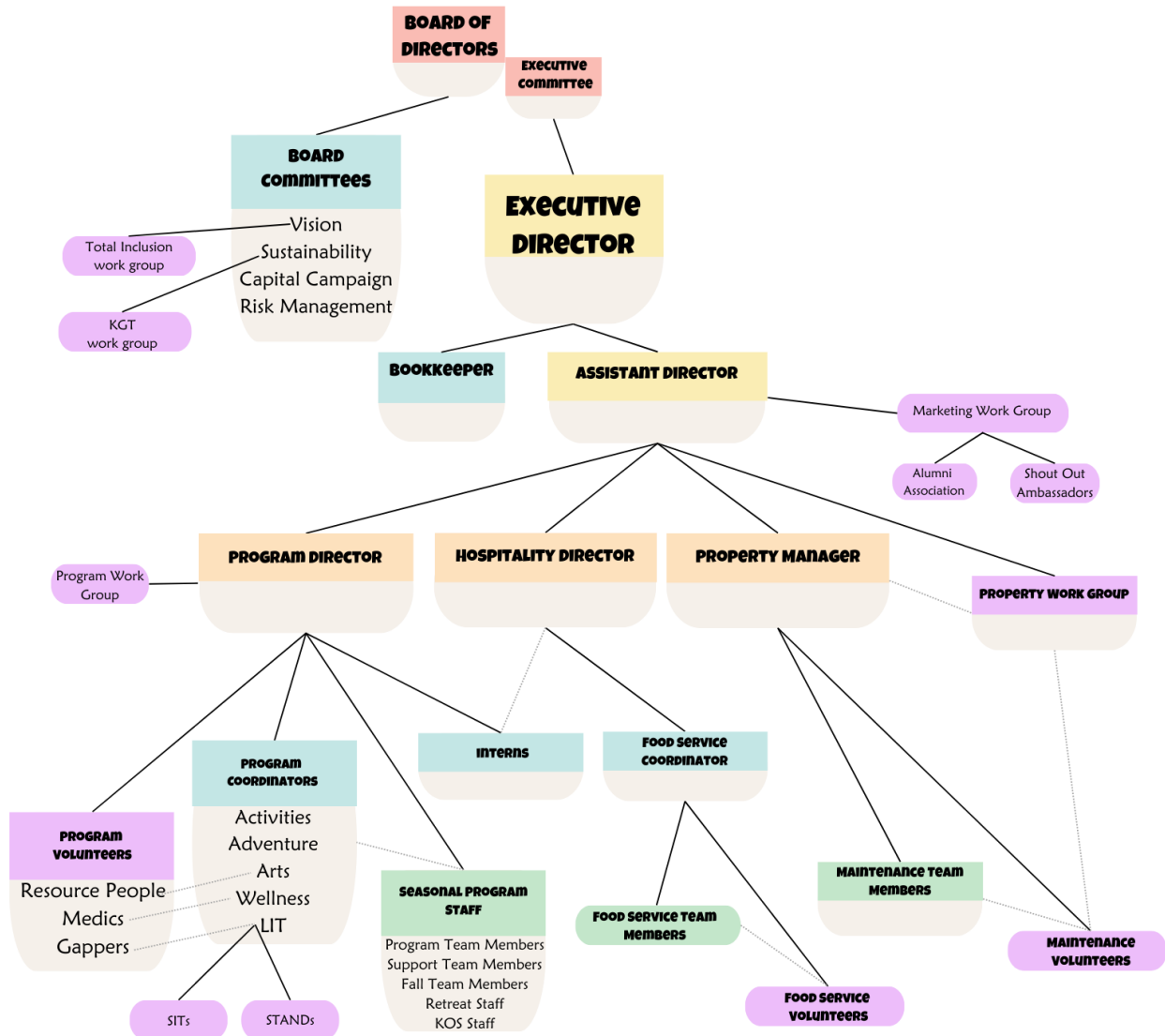
The Executive Director is currently supported by a number of full and part time positions including:

- Assistant Director (full time)
- Program Director (full time)
- Hospitality Director (full time)
- Property Manager (on site – Full time)
- Interns (full time semi-volunteer positions for 12-18 months)

During the summer program the total staff complement grows. 16-21 paid staff are hired for 10 weeks to 4 months. Many of these young men and women also come back to provide staffing support for the programs offered during fall, winter and spring. Additional volunteer staff, serve for 1-2 weeks through the 8-week summer program season.

Current Organizational Chart

KURIAKOS **ORGANIZATIONAL CHART**



AUGUST 2023

I belong at camp.

The Operation

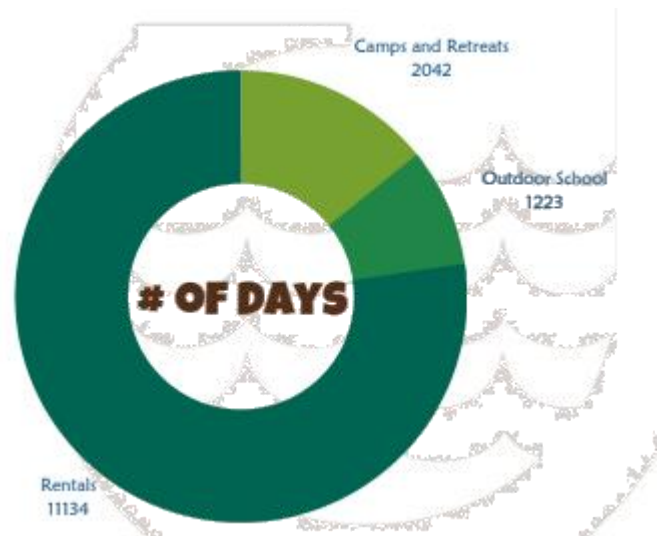
Kuriakos is a year 'round operation providing both camp sponsored and third party rental opportunities.

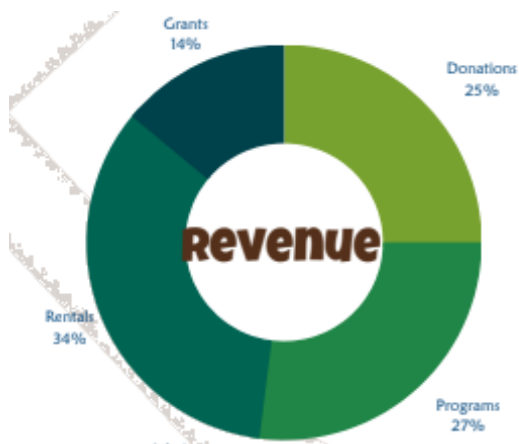
Camper Numbers by Program Type			
Program Type	2018	2019	2022
Youth Retreats	192		46
Adult Retreats			50
Family Retreats			77
Kids & Youth Summer Camps	249	255	145
Family Summer Camps	213	205	144
KOS	513	681	571
Rentals	2743		3059
Total	3910		4092

Participants come from a wide variety of backgrounds for camp sponsored events. While many come from member congregations or other faith communities, Kuriakos is also seeing increasing participation from kids and youth who have no church affiliation. The programs have evolved over the years with the inclusion of skills and wilderness camping opportunities.

Over the past several years a slight drop in attendance has been noticed, similar to what is being reported by other camps in the area. Outdoor ministry is changing and one of the challenges for the new Executive Director will be leading an effort to understand these changes and how the ministry's programs need to evolve.

One current area of growth is KOS (Kuriakos Outdoor School), which is targeted at school groups. The program includes leadership, teambuilding, environmental education, and outdoor recreation, as well as spiritual formation for those schools that choose to include that with their program. This program seeks to utilize the high & low level challenge courses and climbing & bouldering walls Data from 2022 fiscal year.





The property is also frequently rented to third parties including other church groups, families, college & university groups, schools, etc. While prime times are kept for Kuriakos sponsored programs, rentals make up an important part of the ministry's revenue base. Total revenue from programs and rentals for the 2022 fiscal year was approximately \$750,000.

The Opportunity

Kuriakos is uniquely placed. It has been blessed with a history of wise leadership, a beautiful natural setting, committed supporters and gifted staff. Its vibrant ministry serves people of varying ages, backgrounds and faith and life journeys. The Executive Director has the opportunity to play a key role in the stewardship of these many gifts, both through overseeing continuing programs and in casting vision for new ways that Kuriakos can be a place set apart to be together.

Camp is a natural antidote to many of our most basic desires not easily fulfilled in our current cultural lifestyle. Yet Kuriakos is faced by many challenges as it moves into the future. Being a "faith based" organization in a world where the traditional church is being confronted with change and decline both challenges and provides opportunities for outdoor ministry. Coordinating new and traditional media to develop effective means of offering invitations to campers in a world of constant messaging is a growing challenge. Developing programs that are relevant, engaging, and meet the needs of our clients is an ongoing task, full of promise and potential for the future.

Current facilities need to be maintained and new ones will need to be built to meet programming goals. This will require inviting and encouraging others to share in the vision and give their support. With commercial and subdivision development growing around the lake, it is a challenge to be the best steward possible of the three parcels of land that make up Kuriakos and ensure Kuriakos continues to provide a place of sanctuary. Developing fair and faith-full business practices is an equally important component in the stewardship of this ministry, necessary if Kuriakos is going to be able to serve God's people for generations to come.

It is a privilege and challenge to serve together with a team of year-round and seasonal staff, striving to provide the best programs and a place for them to occur. The Kuriakos Board and Committees need to continue to challenge staff and be challenged by staff to provide the best

that is possible. All of this will require strategic, consistent, bold, committed and wise leadership, enabled always by the Spirit breathing life into its people. The ongoing challenge in the daily routine, the seasonal diversity and the annual cycle of camp and retreat ministry, is to not to lose sight of the big picture; Kuriakos makes a difference in the lives of people.

The Person

Reporting to the Board of Directors, the Executive Director is responsible for ensuring that all aspects of Kuriakos' operations and activities contribute to achieving the mission, vision and goals of the Association. The Executive Director will be a Christian (ordained or lay) with superior leadership abilities, experience working with nonprofit organizations and an enthusiasm for serving at Kuriakos as a Lutheran Ministry in Alberta.

General Qualifications

- ❖ A deep personal Christian faith.
- ❖ Post-secondary education in a related field of study (Masters of Divinity, recreation management, business management, education) or an equivalent combination of education and experience.
- ❖ The Executive Director may be rostered or a lay person and should have an operational awareness of the institutional church.
- ❖ A minimum of 5-years of supervisory and management experience in a related field (camp ministry, church or non-profit sector).
- ❖ Strong interpersonal skills and the ability to work with a diversity of people and situations in a positive and supportive manner.
- ❖ Experience working with a volunteer board.

Personal Attributes

- ❖ A passion for working with people of all ages.
- ❖ A pride in facilitating memorable community building experiences.
- ❖ A commitment to developing young leaders.
- ❖ An ability to recognize emerging outdoor ministry trends and opportunities and to enable the development of new programs.
- ❖ The ability to foster a profound sense of team.
- ❖ Superior communication skills that can shape and convey key messages to diverse audiences.
- ❖ An ability to identify grants and fundraising opportunities that will contribute to the ministry's financial base.
- ❖ Sound financial management skills
- ❖ An ability to initiate and manage change.

Compensation

Kuriakos is offering a total minimum compensation package starting at \$70,000. This package includes base salary, housing allowance, employee benefits, and annual vacation; the mix of which is negotiable based on the needs of the successful candidate. In addition, Kuriakos provides a sabbatical opportunity in the seventh year of employment. Salary will be commensurate with the education and experience of the successful candidate.

Contact Information

Recruitment Committee

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