Camp Director

Clear Lake Grace Brethren Camp • Naches, Washington

A ministry of the Northwest Fellowship of Grace Brethren Churches

Reports To	Board of Directors, Northwest Fellowship of Grace Brethren Churches
Status	Year-round position; exact hours and start date to be finalized by the Board
Location	Camp Clear Lake, Naches, WA. Residency at camp is available but not required (see “Work Location & Schedule”).
Compensation	Funded through the Camp Director fundraising campaign; final range to be set by the Board

The Opportunity: A Turn-Around Ministry

For more than 85 years, Clear Lake Grace Brethren Camp has operated from its home in the Cascade Mountains. Perched among the snow-covered Goat Rock's, and situated on beautiful Clear Lake, it is truly a "Jewel" in the Cascades. For the first time in our history, we are seeking to hire a full-time Director as part of a turn-around strategy. The Director would lead our camp in a transition away from being a rental-facility to a fully developed Christian camping ministry.

We're looking for someone excited by the challenge of building something from the ground up, who can recognize opportunities and set goals to achieve them. We desire to be a camp that operates within our budget, reinvests in itself, and runs under clear, sustainable governance.

The Director will be responsible for managing both the facility and its programming. The Director will also oversee the hiring and training of all other camp staff, paid or volunteer. This position provides a rare opportunity to build on a rich legacy while leading to an exciting future. All to the glory of God!

Position Summary

Our stated mission is to build youth in Christ. The Camp Director will pursue that mission across every area of camp life. First priorities will be to acclimate to our camp life, its history, culture, mission, and current model. To strengthen and build on our current model through coordination with NW District leaders. Then to develop new programing as we seek to transition away from a dependency on rentals.

Key Responsibilities

Financial Oversite

- Operate the camp with a close eye on our annual budget. Ensuring we live within our means.
- Pursue fresh ideas, such as off-season events, day-use camps, and new group types, in accordance with our federal land-use permit.
- Partner with the Board on fundraising, grant-seeking, and donor stewardship.

Facilities, Land-Use

- Maintain the best possible relationship with the Naches Ranger District.
- Maintain a clean and attractive camp facility.

- Ensure child-safety protocols are followed, including background checks for staff supervising minors, and child safety training.

Guest Relations, Marketing & Growth

- Serve as the face of the camp, answer phone calls, give tours in coordination with our office manager.
- Develop a website, manage online presence, and send out a regular newsletter.
- Represent Camp Clear Lake at district conferences, area churches, and community events.
- Attend Christian Camping Association's annual regional conference.

Staffing & Volunteer Leadership

- The Director will hire and oversee a Maintenance Manager, who would be responsible for day-to-day facility upkeep and repairs.
- Set maintenance priorities and oversee maintenance budget together with the Maintenance Manager.
- The Director will recruit, train, and supervise other seasonal and year-round staff.
- Organize a Spring and Fall workday.
- Recruit and oversee summer/winter camp staff and counselors.

Ministry & Spiritual Leadership

- Direct our Summer and Winter camping programs. Seek opportunities for expansion.
- Provide spiritual oversight for the camp's ministry. Ensuring programming reflects Camp Clear Lake's mission and statement of faith.
- Build relationships with churches and pastors across the NW Fellowship of Brethren Churches.
- Model Christian leadership and character in all interactions with staff, volunteers, and guests.

Board & Denominational Relations

- Partner with the Camp Board by participating in Camp Board meetings. Provide updates and recommendations to the Board as needed.
- Report regularly to the Camp Board on operations, budget, and progress.
- Attend district ministerial meetings.

Qualifications

Character & Spiritual Qualifications

This role carries real spiritual responsibility for the camp's ministry. The ideal candidate will meet qualifications consistent with those of a church elder (see 1 Timothy 3 and Titus 1), including:

- A clear, credible testimony of faith in Jesus Christ and an active, growing walk with Him.
- A life and reputation above reproach, both within the church and the wider community.
- If married, a faithful and healthy marriage; if a parent, a household managed well.
- Self-controlled, hospitable, and even-tempered, not quarrelsome, not quick to anger, and not a lover of money.
- A demonstrated ability to teach and communicate biblical truth, and to model spiritual maturity for staff, volunteers, and guests.
- Good standing and an established track record of sound judgment within a local church.

Beyond meeting these qualifications on paper, we're looking for someone who sees this role as a calling to be stewarded, not simply a job to be filled.

Professional Experience & Skills

- Experience leading, managing, and directing. Camp, retreat-center, or hospitality experience is a strong plus; transferable leadership experience from another field is welcome.
- Comfort managing a budget, tracking expenses, and making the case to a board for investment or change.
- An entrepreneurial, self-starting temperament, since this is a newly created role.
- Strong relational and communication skills. Ability to communicate professionally with donors, guest group leaders, volunteers, and forest officials.
- Comfort delegating hands-on maintenance work to a Maintenance Manager and volunteers.
- Valid driver's license and ability to pass a criminal background check (required under the camp's operating plan for any staff working around minors).

Work Location & Schedule

This position allows for but does not require living at the Camp full time. When day-to-day facility upkeep moves to a dedicated Maintenance Manager role, the Camp Director would be free to live in a nearby community rather than reside on-site.

The Director should expect to be on-site during all camp programing, guest group arrivals and departures, and as the camp's schedule of use requires. Expect a work schedule that flexes with the camp's season, with heavier on-site presence during peak guest months and more flexibility during the off-season.

Compensation & Housing

Final compensation will be set by the Board. This position is currently funded through the multi-year Camp Director fundraising campaign and the expectation that camp revenue growth will fund the position directly from the camp's own budget by year three.

To Apply

Please send resume and completed application to,

Sunnyside Grace Brethren Church

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