



Opportunity Profile

Executive Director Position

Overview/Introduction/Overview

Since 1963, Lake Beauty Bible Camp has been significant in the formation of thousands of Jesus-followers, countless numbers of whom went on to serve around the world through Christ-centered churches, ministries, and other means of service in work and families. Though LBBC is a much-loved, tangible place - it is also a deeply honored, intangible *space* in which the Spirit of God meets people and moves them along in His plan for the world, inspiring and equipping them for their roles within that plan. LBBC is a story-generating place and people.



It is also beginning a new chapter of its own story. This Opportunity Profile will help you determine if God has been preparing you or someone you know for the role of LBBC's Executive Director. This is much more than a job within a ministry. It is a lifestyle that, when leaned into with a clear sense of call and a commitment to "being" before "doing," is not only sustainable but one in which a person (and even their family) will flourish.

The last fifteen plus years of LBBC's life on earth have been filled with multi-faceted restoration. It was on the brink of discerning a renewed vision when its previous executive director died from complications due to an unexpected illness. The Board of Directors then simultaneously stepped up and stood back. They came alongside a team of stalwart, gifted, and passionate staff to ensure that people, programs, and operations were well-tended. They brought in outside expertise to guide them through a process of evaluating present realities, how those came to be, and which ones to carry forward, which to leave behind, and which to leverage and enhance.

Lake Beauty Bible Camp is a year-round facility that hosts a variety of ministry initiatives throughout the year. The three major categories of ministries include:

- Programmed youth camps, the largest of which are in the summer.
 - Guest groups including three large family camps and many church groups and retreats.
 - Solid Rock, a nine-month discipleship program for post-high school young adults.
- Collectively, we refer to these major initiatives as Lake Beauty Ministries.



General Responsibilities

The Executive Director will serve as the steward of the churches which own the camp (both the entity and the property). The ED will serve under and with the authority of a Board of Directors elected to represent the interests of those owners. The ED will be the professional charged with the execution of the organization's mission, to be implemented in congruence with its core values and rich organizational culture. S/He will lead teams of year-round and seasonal staff and volunteers in:

- Creating and executing summer camps and retreats in partnership with our sixty constituent churches.
- Strengthening ministry relationships and partnerships with over 43 guest groups, with an intention to increase LBBC's impact in that area.
- Growing the Solid Rock program to equip more young adults to be life-long disciples.
- Maintaining and enhancing the site and facilities on 600 acres (100 acres of main camp space, 500 acres of wilderness) and 1,500 feet of lakeshore property.
- Developing and strengthening a committed and engaged donor base.
- Collaborative and shared staff development for both on-site and after-site lives of servant-leadership.

Denominational Affiliation

LBBC is one of twenty-one camps and conference centers within the Evangelical Covenant Church (ECC). The ECC has a long, demonstrated history of steadfastly supporting its camping ministries. The denomination within the United States is organized into eleven regional Conferences. LBBC is one of five camps in the ECC's Northwest Conference (NWC), all of which are located in Minnesota, though the NWC serves churches in Minnesota, western Wisconsin, northeastern South Dakota, and eastern North Dakota. The network of NWC Covenant camp directors is well-connected.

The ECC's camps were founded by groups of churches that believed they could disciple their children and families better together. They also believed that the temporary communities formed at Bible camps are one of the most effective means of doing so. Therefore, LBBC is owned by sixty churches throughout nine districts in the southern half of the NWC. Most of those churches are in rural or small-town settings. A few are in larger towns such as Sioux Falls, SD, Fargo, ND, St. Cloud, MN and Rochester, MN. (The ECC churches within the greater Minneapolis-St. Paul area own and are served by one of LBBC's sister camping ministries.)

This network of affiliated churches and camping ministries provides a built-in constituency, a loyal alumni-donor base, and access to regional and national association colleagues, theological & programing content resources, and more.

LBBC Culture Quotes

What do I appreciate most about LBBC?

- I just like being in this place; it feels like they care about the whole me.
- I can be myself and like it when other people are themselves.
- I feel secure in letting my kids “run with it.”
- Everything feels safer, even taking risks.
- Family Camp and the retreats I attend are key to my self-care rhythms

The Association of Covenant Camps and Conference Centers, or A4Cs, comprised of key leaders from the various camps within the denomination, provides support, equipping, and advocacy within the greater denomination and its affiliations. LBBC has been an active member in the ACCCC since 1981. This includes robust interactions with camping ministries world-wide.

LBBC has also been an active member in the Christian Camp and Conference Association. This 850+/- member camp association provides professional association resources, an annual national conference, regional gatherings, and a robust network of experienced camp and conference center professionals, colleagues, vendors, and outsourced expertise in every area of camp and conference center leadership, development, administration, and operations.

Covenant Affirmations

For an overview of the ECC’s theological perspective, please refer to the Covenant Affirmations. While worship styles and local congregational priorities vary, each church within the ECC holds to these Affirmations as central to its identity and means of interacting with the world around it. As a ministry partner with our sixty member churches, LBBC holds to these affirmations as well. You will find brief and long forms of these affirmations at: <https://covchurch.org/resource/covenant-affirmations/>

LBBC Identity Statements

These statements define the LBBC identity. They help us understand where we came from, why we are here, what we do to fulfill that why, and who we do it for. They also help us make clear decisions about who not to be, what not to do, where others will better serve and represent the Gospel.

We exist to help churches disciple their children and families. Even when we serve adults, we do so as a means of eventually helping churches disciple their children. We believe there is a biblical precedent and mandate for this. (Deuteronomy 6:4-8)

Mission: To encourage youth, adults and families to discover and strengthen a life changing relationship with Jesus Christ through high quality Christian camp experiences that consistently proclaim Jesus and reflect His love.

Core Values: Lake Beauty Bible Camp is a place that is set apart by God, a ministry that is biblically grounded and a focus on raising up disciples for God’s Kingdom.

Location

Lake Beauty Bible Camp is located in the wooded, rolling hills of central Minnesota. It gets its name from Beauty Lake, which, in turn, gets its name from the trees that surround it, many of which turn brilliant colors every autumn. This includes trees on the property itself.

It is two hours northwest of Minneapolis, three hours southwest of Duluth, and two and a half hours southeast of Fargo, ND. The town of St. Cloud, MN is one hour southeast of LBBC. The closest towns include Little Falls, MN to the east and Long Prairie, MN to the west, each about 13 miles from Lake Beauty Bible Camp. Little Falls has the larger of the two school districts.



Demographical Information

The churches and parachurch ministries served by LBBC extend from as far away as 227 miles. Annually, over 2,700 people come through LBBC as either youth campers, family campers, or rental-group guests. This number was at 3,382 in 2019 prior to the pandemic shutdown and is gradually returning in 2022.

Demographically, our constituency is slowly shifting when it comes to ethnic diversity. There is significant opportunity in this area. Socio-economically, we serve primarily the same demographic most evangelical Bible camps serve, with scholarships available to provide campership funds for those in need.

Key Attributes and Aptitudes for the Executive Director

The LBBC Board of Directors is trusting God to provide a person well-suited for this role. They believe God knows a few things about what is coming and what is needed than they do. To help with their discernment process, this list represents what the Board believes is needed for LBBC's Executive Director to faithfully serve and fruitfully flourish.

- A servant-leader mindset that models the ways of Jesus, not merely the work of his Kingdom. This includes setting an example of self-care and personal discipleship centered on *being* so that the *doing* comes from the Spirit and not only the person.
- A disciple-making heart energized by genuinely placing the development of year-round and seasonal staff and volunteers as a top priority, intentionally equipping *them* to do the same for campers and guests. This will also influence donor-development, neighbor-outrreach, vendor relations, etc.
- A humility of spirit that allows them to be their full self while also thinking of others as much or more than themselves, freely living into and leading out of what God placed in them and intentionally leaning into and seeking to be influenced by what God has placed in others.



Job Description

Executive Director Lake Beauty Bible Camp

Organizational Relationships:

The Executive Director reports to, receives direction from and works collaboratively with the Lake Beauty Bible Camp (LBBC) Board of Directors (BOD). Provides leadership to the LBBC staff.

Position Overview:

The Executive Director is ultimately responsible for the overall operation and the longer-term viability and sustainability of LBBC. The Executive Director carries out this responsibility by:

- Staying true to the mission, vision and core values of LBBC
- Promoting LBBC and its various ministries
- Hiring and developing excellent staff that have a passion for building up God's Kingdom
- Facilitating the spiritual vitality of staff and guests
- Overseeing all operations and ministry initiatives
- Practicing sound fiscal management
- Developing philanthropic partners
- Providing leadership that fosters integrity, teamwork, innovation and excellence

Professional Qualifications:

To effectively serve as the Executive Director, the following professional qualifications are essential:

- An active faith in Jesus Christ in harmony with the Covenant Affirmations of the Evangelical Covenant Church.
- A minimum of a bachelor's degree in a field related to the duties of this position.
- Licensed and commissioned with the Evangelical Covenant Church or a willingness to pursue and obtain these credentials.
- Strong written and oral communication skills including public speaking.
- Strong organizational and planning skills.
- Prior experience leading, supervising and delegating others.
- Three or more years of successful nonprofit management experience preferred.
- Knowledge of fundraising strategies and donor relations unique to nonprofit sector preferred.

LBBC Culture Quotes

What do people experience through LBBC?

- Relationships with others are more real.
- The Bible makes more sense here.
- God seems more present.
- I can be myself and like it when other people are themselves.
- I can't wait to be a cabin-leader or on summer-staff...or a Solid Rock student!!
- The world's distractions are less powerful.

Job Specific Duties:

The work for the Executive Director is key to the effectiveness and success of LBBC. The duties that follow fall into the following five categories.

Mission, Vision and Core Values

- Guides and oversees the spiritual vitality of LBBC in collaboration with staff.
- Provides oversight of all camp operations and directs changes or corrections as needed through delegation to staff.
- Ensures that decisions related to financial resources, staff, programs, initiatives and activities are consistent with the core values of LBBC and aligned with the mission and vision.

Constituent Relations

- Maintains strong relationship and ministry partnership with LBBC's member churches.
- Serves as the "face" of LBBC by being:
 - A positive role model in thought, word and deed
 - A welcoming host and a promoter of LBBC
 - A relationship builder with the community, businesses and civic organizations
 - Interactive with other Christian camp leaders and organizations
 - Connected to leaders and pastors within the Evangelical Covenant Church
- Establishes quality and content standards for all external public communications and marketing efforts and oversee their implementation.

Administration

- Provides leadership, promotes innovation, manages change and creates an environment that draws and retains high-quality staff.
- Implements employee and administrative policies and procedures. Oversee and approve procedures for all other functions and for the day-to-day operation of the LBBC.
- Hires all directly reporting staff and approves all hiring recommendations for management level positions.
- Establishes compensation ranges for all positions and approves all requests for deviations from the benefit policies.
- Provides annual evaluations, coaching and skill development for directly reporting staff. Oversees the evaluation and development of all other staff.
- Ensures that LBBC policies and procedures are compliant with federal, state and local laws and codes. Provides staff with training and oversight to help ensure compliance with all such policies.
- Demonstrates a high degree of transparency and leadership integrity.

Governance

- Communicates effectively to the BOD by providing accurate and timely information regarding LBBC's financial performance, ministry effectiveness, progress towards the completion of established goals, capital improvement needs, trends in Christian camp ministry and significant issues or concerns.
- Works collaboratively with the BOD to develop short and long-range strategic plans and establish goals.
- Provides an orientation to new board members and helps develop the governance skills of board members.
- Actively participates in BOD meetings and the annual delegate meeting.
- Performs other duties as assigned by the Board.

Finance

- Submits a proposed annual budget to the BOD that reflects projected expenses, and the revenue sources needed to sustain the fiscal integrity of LBBC.
- Develops revenue sufficient to ensure the financial solvency of LBBC.
- Actively promotes and nurtures an on-going philanthropic culture through donor development to support new initiatives and capital improvements at LBBC.
- Works with accounting to develop and communicate monthly financial reports specific to the needs of the Executive Director, BOD and management staff.
- Carries out a sound fiscal management strategy.
- Reviews and approves contracts for services.

What is a likely Candidate involved in today?

The successful candidate could come from a variety of vocations or careers. However, someone from one of the following areas will likely have the skills and experiences that are needed to lead LBBC. The candidate may approximate, but is not limited to, one of these descriptions:

- A faith-based ministry or service leader who has excelled at growing value and Kingdom impact.
- A successful business leader who senses a call to evangelical ministry, ideally to the mission and core values of LBBC.
- A proven marketing professional leader or philanthropic fundraiser who has helped build and grow a ministry or business.
- An educator or educational administrator with experience reaching children and youth and a passion to help them learn to walk in the ways of Jesus.

PROCESS OF CANDIDACY

If, after reading this Opportunity Profile, you sense that the gifts and experience God has given you are a good match for LBBC, we invite you to begin the inquiry process. All candidate information and conversations are handled confidentially. You may contact Paul Zahasky at any time to get more information and to ask questions. His contact information is below.

Job History

If you wish to be considered for the position, please submit a resume in Microsoft Word (.doc or .docx) format. When preparing your resume for this position, please include the following for each position that you have held during the past fifteen years.

- Name and location of company/organization
- Job title
- Years in the position
- Position to which you reported and positions that reported to you
- Primary responsibilities and achievements
- Aspects of the position which most directly prepared you to be the Executive Director at LBBC
- Reason for leaving current position
- Reason for considering this position

Education and Credentials

- Post high school education
- Relevant certifications, license and credentials

Interests and Insights

To help us get a more complete picture of you and your interest in this position, please provide us with responses to the following four questions/statements:

- 1) Using the <https://www.lbbs.com> website, this document, and other resources, what about the Executive Director role at LBBC attracts you to this position?
- 2) Tell us about your faith journey with specifics about your past and present involvement in the local church and other church-related organizations.
- 3) What challenges do you see facing Christian camping organizations (i.e. technological, economic, societal)?
- 4) Describe your best experience in team leadership.

Submission

Please provide us with the names and contact information (telephone numbers and email addresses) for up to four references who know you and your career well enough to comment on your suitability for this role.

Submit this information in one Microsoft Word (.doc, .docx) or a .pdf document to:

Paul Zahasky, LBBC Board Chair

Resume.ed.lbbs@gmail.com Phone: (507) 269-3687