



CAMP LEBANON

A MEETING PLACE WITH GOD

Executive Director Profile



C O N S U L T I N G

Helping you find tomorrow's great leaders today.

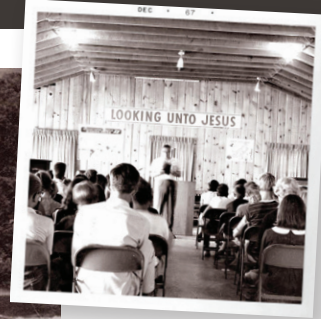


WELCOME TO CAMP LEBANON!

Camp Lebanon is beautifully situated as a peninsula on spring-fed, fish-filled Cedar Lake five miles west of Upsala in Central Minnesota. Its 142-acre campus and year-round ministries are dedicated to providing a *“Meeting Place with God”* to help the Church do the work of Christ. The Camp Team of fourteen full-time and thirty-five part-time staff serves over 12,000 guests annually through fifty programmed sessions and a hundred-plus guest group events. Using intentional programming, relationally focused ministry, strategic improvements to site and facilities, and a biblical Gospel message, the Camp’s staff and leadership are “all in” to love and lead guests into a richer experience of life in Christ.



OUR HISTORY



Who could have dreamed what God had in store for a special place that would come to be so loved by so many? A local farmer and his preacher son discovered the site, a tree-covered peninsula on a beautiful central Minnesota lake. Twenty-four Bible-believing churches signed on as the first owners. Their shared vision to reach boys and girls with the love of Christ lit the fuse for a thriving ministry.

That was 1947. The setting was Cedar Lake in Morrison County. The new ministry was a summer Bible camp given the name “Camp Lebanon,” inspired by Solomon’s use of the cedars of Lebanon to build the Temple of the Lord. A total of 146 children attended that first summer. Seventy-six years, 82,000 summer youth campers, and three Executive Directors later, Camp Lebanon is now a regional, year-round “*Meeting Place with God*” for youth, families, and adults. Forty-six acres have become 142. Cabins replaced the tents and two dorms, a hotel-style lodge, and an RV park have expanded Camp’s housing options. With a new multi-purpose gym opening for ministry in the summer of 2024, Camp Lebanon’s best days are still to come!



Click the links below for more information about Camp Lebanon:
CampLebanon.org | [2023 Promotional Video](#) | [“IT’S GYM TIME!”](#)

OUR VISION & MISSION

Commissioned by Christ to shine the brightest light possible for the Gospel, Camp Lebanon's Board, staff, and twenty church owners seek the fullest utilization of a geologically diverse campus. Phase 1 (the current focus) aims to **elevate** Camp's impact through a multi-purpose gym and upgraded tubing hill. Adding much-needed beds, Phase 2 will expand Camp's **impact** with a second site on the North 40 featuring a family friendly lodge and second waterfront. As the Grand Finale, Phase 3 would **enhance** Camp's impact with a new dining hall and administrative center.

VISION STRATEGY

Through the "Funnest Fun!", loving relationships, beauty inside and out, and Truth both declared and illustrated, Camp guests young and old will taste the delight of being desired by their Creator God.

MISSION

Camp Lebanon is dedicated to providing a "Meeting Place with God" to help the Church do the work of Christ.

GUEST PRIORITIES

Camp Lebanon is devoted first to safety and then service, the Gospel, and the "Funnest Fun!"

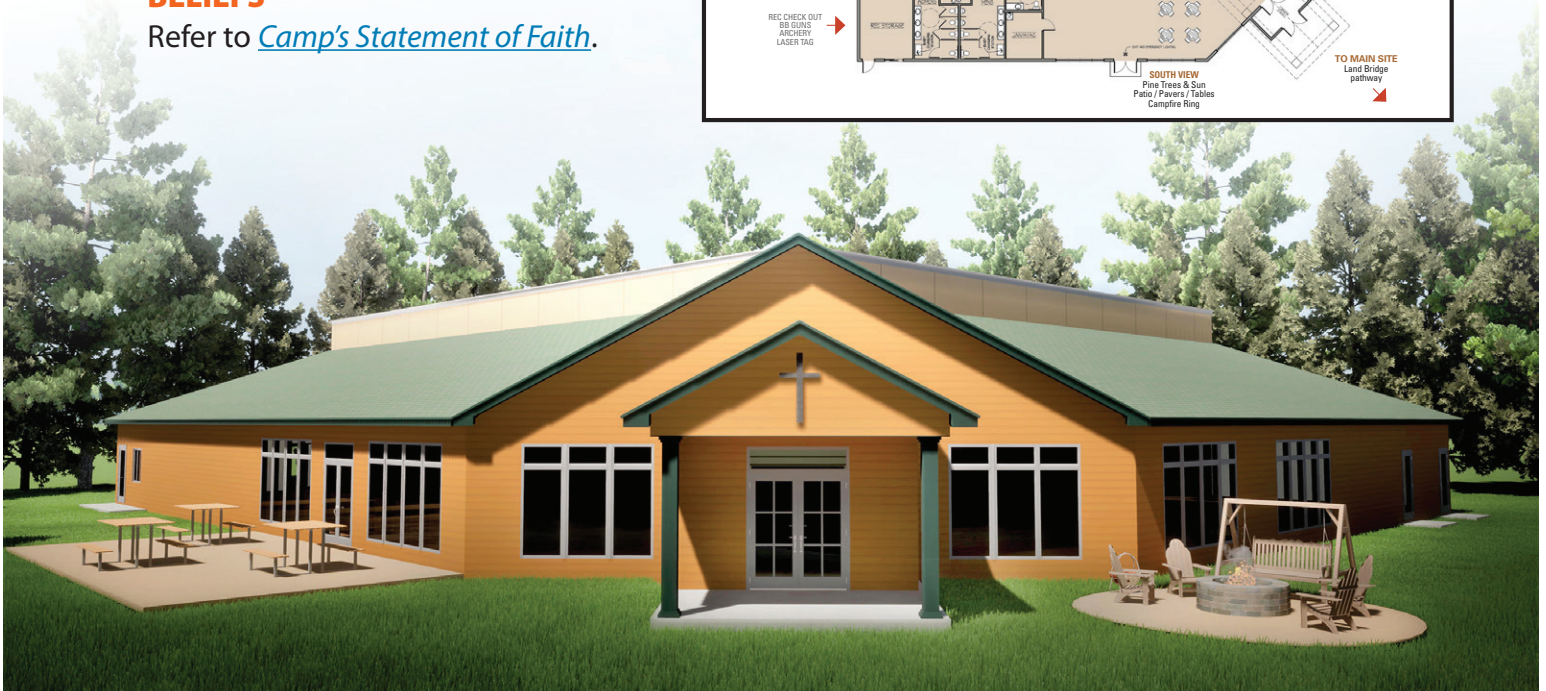
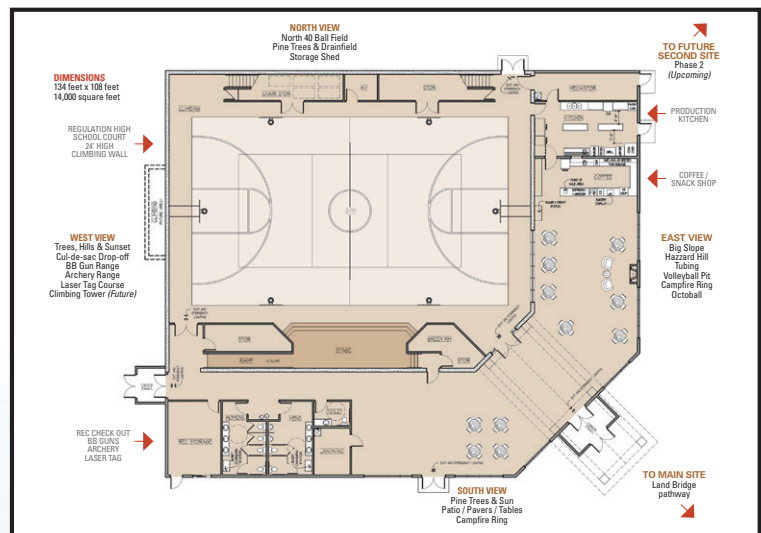
CORE VALUES

Because ministry is all about relationships, Camp Lebanon is committed to:

- God-honoring service.
- Christ-illustrating love.
- Excellence.
- Team unity.
- Celebration of God's creation.
- Integrity in everything.

BELIEFS

Refer to [Camp's Statement of Faith](#).



OUR COMMITMENTS

Camp's ministry community, comprised of year-round and seasonal staff in partnership with the Board and twenty member churches, upholds the following principles in working together to accomplish Camp's Vision & Mission.

POWER | *Respecting the Sovereignty of Almighty God and the realities of spiritual warfare, Camp Lebanon's first ministry is PRAYER in and for all facets of Camp's enterprise.*

POINTS OF IMPACT | *More than a DESTINATION, Camp Lebanon will be a BASE from which staff and guests will touch the world with the love of Christ.*

PROCLAMATION | *In a world deceived by and lost in sin, Camp Lebanon's message will be UNMISTAKABLY JESUS and UNCOMPROMISINGLY BIBLICAL...no matter the cost.*

PARTNERSHIPS | *As servants of the CHURCH and allies of the FAMILY, Camp Lebanon will seek to forge dynamic partnerships with parents, pastors, and program leaders.*

PRIORITIES | *In serving the entire church family, Camp Lebanon will (1) seek to love YOUTH into a deeper, richer experience of new life in Christ; (2) encourage WOMEN in their daily walk with God; (3) help MEN grow and lead in Christ; (4) support FAMILIES according to God's biblical design; and, (5) facilitate the ministries of GUEST GROUPS.*

PROVISION | *Forever needing to trust God for every provision, Camp Lebanon will operate with full integrity within its means while keeping camp affordable, fully staffed, and well-maintained.*



OUR EXECUTIVE DIRECTOR

POSITION MISSION STATEMENT

In advancing the Vision & Mission of Camp Lebanon, the Executive Director will partner with the Board of Directors, lead the staff team, serve Camp churches and guests, oversee operations, finances and programs, guard Camp's witness, secure funding for the ministry's future, and develop stakeholder relationships.

CORE STAFF QUALIFICATIONS

- Committed to Christ with a passion to grow.
- In agreement with Camp Lebanon's commitments and Statement of Faith.
- Understanding of Christian camp ministry, both its joys and strains.
- Possess a team attitude, flexible spirit, people-orientation, and emotional maturity.

JOB QUALIFICATION

- Seven or more years of management experience developing and leading effective teams.
- Solid business acumen and demonstrated competencies in financial management.
- Bachelor's degree in a related field (Master's preferred.)
- Active ministry experience.
- Able to see the big picture with an eye for detail.
- Demonstrated communication skills in on-on-one, small group, and large group settings.
- Strong relational skills.
- Ability to represent an organization in a public and professional manner.
- Experience in public relations, marketing, volunteerism, and fundraising.
- Proven success working with a Board of Directors or similar structure.
- Entrepreneurial mindset with the ability to balance innovation and risk management.
- Able to embrace current trends and best practices in Christian camping.



KEY RESPONSIBILITIES

- Defend and protect Camp Lebanon's Statement of Faith.
- Provide executive leadership.
- Develop and coach leadership for sustainability.
- Be the chief architect of the overall Camp vision and development efforts.

PERSONAL EXPECTATIONS

Character

- Follow Jesus and encourage others to join you.
- Demonstrate humility, integrity, and accountability.
- Love people.

Competency

- Lead with vision.
- Understand systems and process.
- Engage stakeholders in verbal and written communications.
- Develop, mentor, and coach the staff team.

Chemistry

- Care for your team with high emotional intelligence (EQ).
- Lead by example and experience.
- See and act on the needs of others.

Capacity

- Coach up leaders.
- Foster generosity in the donor community.
- Connect with churches.
- Positively champion Team Camp.



OUR MINISTRIES & OPERATIONS

YOUTH EVENTS

Winter	Mega Fun <i>(Grades 3–6)</i> Arctic Blast <i>(Grades 7–12)</i> Arctic Venture <i>(Grades 7–12)</i>
Summer	Adventurers <i>(Grades 1–3)</i> Super Kids 1, 2, 3, 4 <i>(Grades 3–6)</i> Junior High 1, 2, 3 <i>(Grades 7–9)</i> Senior High <i>(Grades 10–grads)</i> Fall FIRE! <i>(Grades 9–12)</i>

FAMILIES

- Winter Family Camp
- Dads N Lads & Grandpa
- Mother / Daughter / Grandma *(2 retreats)*
- Dads N Daughters
- Summer Family Camps *(4 sessions)*

ADULTS

- March Quilt & Craft *(4 sessions)*
- Men's Advance!
- Spring YAR *(Young Adult Retreat)*
- Summer Sew *(Quilt)*
- Young at Heart | Senior Adults *(2 retreats)*
- Senior Days at Camp *(2 events)*
- Men's Retreat
- Women's Retreats *(2 sessions)*
- Fall Quilt & Craft *(5 sessions)*

2023 NUMBERS

Year-Round Attendance	12,000 <i>(matched record levels)</i>
Programmed Events	50 <i>(youth, families, adults)</i>
Rental Events	100+ guest groups & cottage contracts
Operational Income	\$2,200,000 <i>(balanced budget)</i>
Scholarship Endowment	\$490,000 <i>(1/1/24)</i>
Advancement Fund	\$175,000 <i>(1/1/24)</i> — for capital improvements
Gym Fund "BUILD IT!"	\$2,500,000—fully funded
Gym "FILL IT!"	\$500,000—80% funded <i>(1/1/24)</i>
Staff Duplex Purchase (2023)	\$190,000—fully funded
Depreciation Funded	100%
Long-term Debt	None!



THE INQUIRY PROCESS

To inquire about this position, please contact Joel Nelson of JN Consulting (information below.) Include a current resume outlining your experience and relevant qualifications.

In a separate written document or via a video response, provide succinct responses to the following:

1. Describe your faith in Christ and how you came to be a follower of Jesus.
How has that relationship impacted your life?
2. Why are you interested in being the next Executive Director of Camp Lebanon?
What do you find compelling about the role that motivates you to inquire?
3. Describe your approach to leadership, fundraising, and vision casting.

Additionally, begin to prepare five references including email, phone, and contact information for each person. We will not contact your references until later in the process and only upon your approval.



REPLY TO:

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Helping you find tomorrow's great leaders today.



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