



CAMP DIRECTOR POSITION DESCRIPTION AND PROFILE

Minnesota Regular Baptist Camp

Winnebago, MN

basslakecamp.org

***“Great Things
Happen Here”***

March 7, 2026

Dear Prospective Camp Director Applicant:

Greetings in the name of our Lord Jesus Christ. Thank you for your interest in our camp's ministry. We are grateful for your time in reviewing this Director Profile and Position Description. It is our earnest prayer that the Lord will clearly guide both you and us as we seek His will for the future leadership of this ministry.

This profile has been prepared to present a faithful and transparent picture of the Camp Director position. It reflects both an idealistic vision for the position and a realistic understanding of the work. We recognize that no man is without his weakness, and no ministry is without its challenge. Yet we are confident in the faithfulness of God and committed, as a Board of Trustees, to support the man whom the Lord calls to this position. Our desire is to walk forward together humbly, and in dependence upon the Lord we serve.

In this profile, you will find a clear presentation of who we are as a ministry (our vision statement and philosophy of camp work). We outline our ministry's core operational values, which guide our decisions and shape our culture. You will also find a description of the kind of man we seek to serve as Camp Director, as well as the character traits and spiritual qualities we believe are essential in our future director. Finally, we provide an overview of the primary areas of responsibility and the qualifications necessary to lead this ministry effectively and faithfully.

We invite you to read this document carefully and prayerfully. If the Lord is stirring your heart toward this opportunity, we encourage you to seek His wisdom and spiritual counsel from trusted friends and leaders. We are seeking a shepherd-leader who loves Christ, is devoted to His Word, and is committed to the faithful proclamation of the gospel through the unique ministry of Christian camping.

The next steps in the application process are outlined at the conclusion of this profile. Should the Lord lead you to proceed, we would be honored to begin a conversation with you.

May the Lord direct your steps as you consider this opportunity for service.

In His Service,

A handwritten signature in cursive script that reads "Benjamin Simons". The signature is written in black ink and includes a horizontal line extending to the right from the end of the name.

Rev. Ben Simons
Chairman, Director's Employment Search Committee
Minnesota Regular Baptist "Bass Lake" Camp
"Great Things Happen Here"

Leadership Opportunity Profile: Camp Director

Who are we, and who are we seeking?

About Bass Lake Camp

Since we first opened our campground, Bass Lake Camp has been a place dedicated to the glory of God through Christ-centered camping ministry. We believe that true spiritual growth happens best in a close-knit, family-focused environment where every person is truly seen and known. By hosting camps with under 100 campers, we ensure our leaders can provide the personal, caring mentorship that honors each camper's developing faith.

This intimate setting does more than just create memories; it builds a spiritual "pipeline" for the next generation. We are deeply blessed to see four generations of families—who once came as campers—now serving as the hands and feet of this ministry. By walking alongside local pastors and relying on the life-changing power of God's Word, we aren't just running a program; we are building a legacy of faith and a lifelong commitment to following the Lord.

Our Vision Statement

"Impactful, vibrant camping that helps people become conformed to the image of Christ with an ongoing testimony that shows that great things are happening here."

Our Camp's Core Operational Values

Camp Is For the Camper: The camper must be our first consideration. Regardless of what directors, trustees, or program personnel may envision, every decision should begin with the question: "How will this benefit our campers?" Their interests and growth remain our primary focus.

Local Church Orientation: God works through the local church, and we reject any philosophy that suggests the church is insufficient for His work. This ministry maintains strong allegiance to local churches through accountability structures, collaborative recruiting, and intentional follow-up with families and congregations.

Excellence Without Extravagance: As a ministry serving the King of kings, we commit to excellence in all we do. Every aspect of our program should reflect quality and care. However, excellence differs from extravagance—we steward the Lord's resources wisely, avoiding waste

while refusing to settle for mediocrity. Our goal is not luxury, but rather elevating our ministry to a consistent standard of excellence that honors God and serves campers well.

Camp Director Job Summary

We are standing at a historic threshold. For the first time since our founding in 1960, Bass Lake Camp is seeking a full-time Camp Director to lead us into a new era. This is more than a leadership role; it is a call to be a pioneer.

Our first-ever full-time Director will break new ground, transforming our beloved summer camp into a vibrant, year-round center for discipleship. Under your leadership, our motto—*'No one leaves the same'*—will remain the heartbeat of every season and every soul we serve.

What characteristics should our Director possess?

Spiritual Strength: This is the bedrock of his leadership, characterized by a deep, personal rootedness in the Gospel that provides the stamina for ministry. He does not display self-sufficiency but shows a visible reliance on the Holy Spirit, which remains steady under pressure and consistent in prayer. He is a spiritually strong director who leads from a place of overflow, ensuring that every decision and interaction is filtered through the wisdom of God's Word.

Gracious Decisiveness: As a director, he must make tough calls. He handles these with gracious confidence, remaining firm in convictions while staying kind and non-threatening. He is the "calm in the storm" for his counselors and staff.

Relationship Driven: His focus is on building trust and rapport, enabling influence by making people feel valued and respected.

Intentional Approachability: Rather than staying in the camp office, our director practices "leadership by walking around." This means being present at the archery range or the dining hall, offering a sincere interest in a first-year counselor's day or a homesick camper's story.

Cultivating a Joyful Atmosphere: He sets the camp's emotional thermostat. By modeling joy and hope, he creates an environment where staff feel safe to take risks and campers feel "at home." It transforms the camp from a programmed event into a community of mutual care.

Compassionate Communication: He treats staff as valuable partners rather than merely "hired hands" tasked with cleaning cabins. It involves listening well to a tired counselor's concerns and speaking words that are "seasoned with salt"—bold yet loving.

Integrative Stewardship: Our director serves as the vital link between the Board's strategic vision and the camp's daily operations. They translate high-level governance into excellence on the ground, ensuring that administrative accountability and hands-on presence work together to maximize spiritual impact.

What are his areas of responsibility and qualifications?

Spiritual Leadership

Personal Discipleship: Exhibit leadership qualifications found in 1 Timothy 3 and Titus 2.

Vision Casting: Develop and implement a long-term vision that aligns with our purpose and message, leading with a joyful confidence that inspires others.

Pastoral Care: Provide spiritual guidance to seasonal staff, full-time employees, and volunteers, modeling a spirit of gentleness and "power under control."

Program Oversight: Oversees each camp we provide, or recruits others to oversee it. Works closely with the Program Committee to ensure all chapel services and discipleship programs are biblically sound and age-appropriate.

Collaborative Governance and Management

Visionary Partnership: Actively collaborate with the Board of Trustees to set strategic goals and evaluate programs through a lens of wise stewardship and spiritual growth.

Transparent Communication: Maintain regular, gracious reporting on camp operations and financial health to ensure the Board can lead with confidence.

Humble Cooperation: Demonstrate a spirit of gentleness by valuing the Board's collective wisdom and aligning camp operations with their high-level directives.

Relational Networking

Pastoral Allyship: Position yourself as a servant-partner to local pastors, ensuring the camp serves as a resource that strengthens their ministry.

Church Ambassadorship: Visit partner churches and associations to understand their needs and offer the camp as a year-round discipleship resource.

Consistent Hospitality: Foster a welcoming environment where every visiting pastor, camper, and church group feels valued as part of the Bass Lake family.

Winsome Stability: The vital ability to remain approachable and equitable under pressure. It reflects a leadership style that values people over preferences, ensuring interactions are warm and cooperative rather than critical.

Promotional Activities, Marketing, and Community Relations

Ministry Presence: Act as the face of the camp in all relationships and publications.

Gospel-Centered Storytelling: Lead marketing efforts that go beyond logistics, focusing on testimonies of transformation to reflect the power of Jesus Christ.

Digital and Personal Presence: Oversee digital communications and outreach, maintaining an attractive, professional, and spiritually encouraging tone.

Donor Stewardship: Foster grace-filled relationships with donors and alumni by sharing the direct impact of their gifts on the next generation of believers.

Joyful Confidence: Necessary for promotional activities—speaking with an unashamed and contagious passion for the camp’s mission.

Good Neighbor: Maintains a proactive, Christ-like presence within our local community. He prioritizes the diligent care of our property and fosters respectful, cooperative relationships with both our neighbors and government authorities.

Operational Management & Personnel

Commitment to Operational Excellence: Champion a culture of high standards and continuous improvement across all camp operations. This involves streamlining processes, ensuring meticulous attention to detail, and fostering a spirit of "excellence without extravagance" in every task, so that all ministry activities are executed with the highest level of care and professionalism.

Staffing & Culture: Recruit and train a diverse team, fostering a collaborative, high-energy, and gospel-focused work environment.

Cleanliness and Organization: Uphold a standard of excellence in property care, ensuring a clean, organized environment that reflects the beauty and order of our Creator.

Facility & Risk Oversight: Coordinate maintenance and ensure compliance with all health, safety, and legal standards.

Financial Stewardship: Oversee budgeting, fundraising, and donor communication in coordination with the Finance Committee.

What to do if you are interested in becoming a candidate for this position

Thank you for prayerfully considering a partnership with us to reach the next generation through Christ-centered camping. If you feel led to explore this ministry further, please submit a letter of interest and resume to our Search Committee. **Submissions are welcome via email.**

Pastor Ben Simons, Chairman

MRBC Director’s Search Committee

Email Address: pastorbensimons@gmail.com

www.basslakecamp.org