



Executive Director Camp Shalom Maquoketa, Iowa

About the Need:

Founded in 1976, **Camp Shalom** is a Christ-centered, interdenominational, year-round camp and retreat center located near **Maquoketa, Iowa**, 45 minutes from the Quad Cities. This beautiful camp is nestled among rolling hills on over 300 acres and is bordered by the winding Maquoketa River, creating a scenic backdrop for a sacred “time and place apart”. Camp Shalom is seeking an Executive Director willing and called to lead and fulfill its mission - *To nurture spiritual formation that leads campers to purposeful faith.*

About Camp Shalom:

Camp Shalom offers week-long, summer residential programs for youth entering grades 2nd–12th, as well as seasonal family camps and retreat opportunities for all ages. Guided by its values of ecumenically Christ-centered content, purposeful hospitality, and the fostering of safe, restorative relationships, its programs are shaped through an integrated focus on Christ, Community, and Creation; all toward the outcome of Christ-shaped character.

Camp Shalom is supported by a wide and enthusiastic network of alumni, donors, and community partners across the region. It is known for its unique spiritual foundation and life-changing impact, rooted in deep respect for all faith traditions and Christian theological perspectives. While not tied to one denominational set of lenses, it does hold to the Nicene Creed. It also invites individuals and families from other religions of the world to participate in its programs and ministries.



About the Position

Reporting to the Board of Directors, which is charged in part with protecting the values, mission, and vision of Camp Shalom, the Executive Director is charged with providing overall spiritual leadership while advancing the mission through approved means shaped by the core values.

Together with the Board, the Executive Director will also provide strategic leadership and fiscally sound, people-first oversight of Camp Shalom's programs, services, and facilities. The ministry is positioned to clarify and articulate a vision for the future scope and scale of its mission, and is anticipating the selection of a person who will resonate strongly with what is emerging.

Desired Character Qualities & Attributes:

- A demonstrated sense of call to service in outdoor ministry
- An active faith life congruent with the values, mission, and vision of Camp Shalom
 - Model Eccumenically Christ Centeredness
 - Practice Purposeful Hospitality
 - Foster Safe & Restorative Relationships
 - "To nurture spiritual formation that leads campers to purposeful faith."
 - ...the vision is currently emerging and being discerned...
- An alignment with Camp Shalom's mission as embracing of varied Christian denominations, local congregations, and individuals of varied faiths, or none at all (yet).
- Demonstrated passion for and commitment to the spiritual formation of staff, campers, stakeholders, and greater constituency through relationships, programs, and processes.
- Ability to intentionally lead the shaping of a purposeful organizational culture, and through the organization's influence, impact the culture of the greater community.
- Ability to travel regionally to represent the ministry, recruit campers and staff, and develop meaningful relationships with donors and partnership ministries.

General Qualifications

Must Have

- Minimum of five years of faith-based nonprofit, ministry, or outdoor ministry leadership
- Demonstrated experience in developing and managing mission-oriented budgets
- Reputable success in donor development and fundraising
- Externally validated success in staff development
- Highly motivated to develop and deepen enduring ministry partnerships
- Willing to reside full-time in or near the greater Quad Cities area.

Nice to Have

- Nonprofit management experience or aptitude
- A governance mindset and experience in or aptitude for board development
- Experience with basic accounting principles, using QuickBooks or equivalent
- Proficient in Microsoft Office Suite, Google Workspace, or equivalent
- Use of cloud-based workflow management software

About the Greater Quad Cities Area

While Camp Shalom is located two miles west of **Maquoketa**, Iowa, a charming town with access to state park caves and small-town friendliness, the broader **Quad Cities, located on the Mississippi River**, offers a robust network of **economic, cultural, and educational** opportunities that make for a high quality, multi-dimensional midwestern location in which to live and work. With a lower cost of living than national averages, the area supports an integrated small business ecosystem, making it an ideal location for professionals and families alike.

For more information about life in the Quad Cities, visit the [Quad Cities Chamber of Commerce](#).

Why This Role Matters

Camp Shalom's next Executive Director will oversee a beloved ministry with a 50-year legacy and abundant potential. With a supportive Board, an engaged regional community, and a mission that resonates deeply with its stakeholders, this Executive Director role offers an opportunity to impact lives, shape the scope and scale of an emerging vision, and steward a sacred "time and place apart" intended for belonging and growth. Camp Shalom has been described as a welcoming, judgment-free environment where people can be themselves and freely express their faith. With clear communication, supportive leadership, and shared values, the executive director makes Camp Shalom a nurturing space where everyone feels they belong.



Process of Candidacy:

Qualified candidates may submit their resume, cover letter, and no less than three professional and character references to the Camp Shalom Board of Directors at: **EDSelection@campshalomia.org** with the subject line: **Executive Director Application [Your Name]**.

Camp Shalom's Board of Directors intends to close the application process prior to November 15th at the latest; sooner if a candidate is selected and agrees to accept the role and responsibilities before then.

Additionally, please submit your original written responses to the following questions. Avoid using AI as you write, and limit your responses to a maximum of three total pages.

- 1) What about Camp Shalom's Executive Director role attracts and prompts you to apply?**
- 2) Tell us about your faith journey, with insights gained from past and present involvement in local church and other ministry or para-church organizations.**
- 3) What current and future challenges do you see facing Christian camps and the industry?**
- 4) Describe one of your significantly meaningful and fruitful experiences in team leadership.**

Applications will be reviewed on an ongoing basis until the position is filled.

Thank You,

The Camp Shalom Executive Director Search Team