



Position Summary:

The Property Director position is responsible for leading the planning, budgeting, and operational execution for all property maintenance, repairs, renovations and remodeling at Camp Loughridge. This position works with the Executive Director to fulfill the camp's mission to provide Christian growth and spiritual renewal in a rustic, natural environment. As a vital part of the ministry team, successful candidates will bring joy and enthusiasm to living full-time on property while ensuring the camp facilities, infrastructure, and natural environment operate with excellence and safety. This role requires a unique combination of teamwork, interpersonal communication, hospitality and a wide array of tradesperson skills. Ideal candidates have experience in construction, electrical engineering, plumbing, aquatics (pool & lakes), landscaping, horticulture, people leadership and vendor management. The role involves interaction with various teams, guests, vendors and civic partners requiring around the clock flexibility and proactive communication.

Essential Functions:

- Align the property experience to the Camp Mission and ensure the maintenance staff exhibit the Camp Values
- Live out your call to property management with enthusiasm, intentionality, and joy
- Lead planning, budgeting, execution and financial reconciliation for all property & facility maintenance projects.
- Supervise, schedule, and train maintenance staff and volunteers.
- Repairs & Upkeep: Manage routine, minor, and major structural or mechanical repairs (plumbing, electrical, HVAC, and carpentry); facility cleaning and property grounds keeping.
- Preventive Maintenance: Implement regular property and equipment inspections to catch issues early and extend asset life.
- Vendor Management: Source, hire, and negotiate contracts with external contractors, service providers, and suppliers.
- Budgeting & Inventory: Track maintenance expenses, manage operational budgets, and order replacement parts or tools.
- Safety & Compliance: Ensure all facilities meet local building codes, OSHA guidelines, and health/safety regulations. Implement all safety measures and enforce all rules and regulations in accordance with the ACA, CCCA, and Camp Loughridge standards
- Emergency Response: Be available or manage an on-call rotation to address urgent after-hours property emergencies.
- Maintain strict confidentiality with regards to financial accounts, guest and staff personally identifiable information, access to camp records and any restricted access software or web services



Successful candidates will possess:

- The ability to articulate your faith journey, giving witness to the Gospel of Jesus Christ and attached to a local, worshipping congregation.
- A firm grounding in the Christian faith, with a passion for high-quality experiences in nature.
- 5+ years of hands-on building maintenance experience.
- 2+ years in a supervisory or teaching/coaching role and effectively leading a variety of individuals.
- Strong working knowledge of electrical, plumbing, HVAC, and general construction systems.
- Good communication, organization, leadership, and problem-solving abilities.
- Outstanding ability to forge connections with people across all backgrounds and generations, fostering an atmosphere of service and hospitality.
- Excellent teamwork skills with a knack for building and managing a diverse, cohesive team.
- The ability to link faith, grace, vocation, and community with hospitality.
- High school diploma or GED; technical training, vocational certification, or a degree in facility management is a plus.
- Must be able to lift, push or pull up to 100 pounds multiple times a day.
- Must have a current, valid driver's license and a clean background check with references.

Compensation & Benefits:

- Annual salary commensurate with experience, starting at \$55,000
- Total annual bonus incentive opportunity: \$10,000
- On-property accommodations:
 - 3-bedroom, 2-bathroom home with covered parking and private yard (utilities not included)
 - Tool & equipment storage facility with climate-controlled office space
 - Access to a camp vehicles (for camp-related activities)
- Additional Benefits: Medical, Dental, and Retirement contribution support
- Paid Time Off:
 - Holidays: 8 days (NYD, MLK, Good Friday, Memorial, July 4th, Labor, Thanksgiving, Christmas)
 - Vacation: 15 days accrued annually with an additional 5 days for every 3 years of uninterrupted service.

Camp Loughridge

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