



Associate 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 Associate Director willing and called to help 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.



The Associate Director's primary responsibilities include promoting Camp Shalom, recruiting and managing summer staff, and overseeing the year-round programming. The ministry is entering an exciting period and this role will work with the Executive Director to clarify and articulate a vision for the future scope and sale of Camp Shalom's mission.

This role requires consistently sound judgment, and adherence to established policies. The Associate Director is expected to model and promote a "Love God, Love Others" leadership mindset—fostering a Christ-centered culture, nurturing healthy relationships, while safeguarding camp resources and experiences with integrity and care.

About the Position

Reporting to the Executive Director, and serving as a key member of the leadership team, the Associate Director collaborates to carry out the mission, vision, and daily operations of Camp Shalom.

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."
- 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
- Passionate about sharing how outdoor ministry transforms the lives of those Camp Shalom serves
- Proven leadership skills coupled with humility and the ability to be playful

General Qualifications

Must Have

- Previous experience in faith-based nonprofit, ministry, or outdoor ministry leadership
- Demonstrated success in staff development, supported by external validation and/or measurable outcomes
- Proficient in Microsoft Office Suite, Google Workspace, or equivalent
- Experience in working with youth and the ability to model positive engagement and behaviors with campers through enthusiasm, respect, leadership, and Christ-centered relationships
- Proven ability to develop relationships, community visibility, and engagement strategies that increase campers and staff recruitment
- Willing to reside full-time in or near the greater Quad Cities area
- Be 25 years old or older by May 2027.

Nice to Have

- Management experience or aptitude
- Experience with CampWise or similar cloud-based workflow management software
- Ability to lead outdoor activities including high ropes, archery and lifeguarding

Compensation

- The annual salary range is \$40,800-\$44,000, commensurate with experience, plus benefits.

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 Associate Director will share in leading 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 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 Associate 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:

Hiring@campshalomia.org with the subject line: **Associate Director Application [Your Name]**.

Camp Shalom's Board of Directors intends to close the application process on Thursday, October 15 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 Associate 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) **Share an example of a time you helped create a positive, safe, and engaging environment for children.**
- 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 Associate Director Search Team