



**COVENANT PINES**  
Bible Camp



**ADVENTUROUS**  
Christians



## Opportunity Profile: Executive Director



**COVENANT PINES**  
Ministries



**SILVER BEACH**  
Family Area



**COVENANT PINES**  
Day Camp



## The Context

Covenant Pines Ministries, a ministry of the Twin Cities Covenant Churches, exists to reach people of all ages with the gospel message of Jesus Christ through an experience in a Christian environment located in an outdoor setting.

Since 1954, Covenant Pines Bible Camp has been a place where people experience Christ. The properties host over 6,500 guests year-round—including over 1,900 youth attending summer sessions. Covenant Pines has expanded over the years to include the 1992 addition of adjacent Silver Beach Family Area, and in 2006, Adventurous Christians. Recently, Covenant Pines Ministries was established as an umbrella organization for Covenant Pines Bible Camp, Silver Beach Family Area, Covenant Pines Day Camps and Adventurous Christians.

Approximately 120 miles north of Minneapolis-St. Paul, Covenant Pines Bible Camp covers 140 acres and is nestled between Round Lake and Davis Lake, near McGregor, Minnesota. Covenant Pines is one of five covenant camps in the state. Silver Beach Family Area brings the best of Covenant Pines summer programming, staff and the beauty of our natural environment together to provide an opportunity for families to grow closer to God and to one another. There are currently significant facilities upgrades taking place at Silver Beach to make it even more appealing and functional for families and groups on a year round basis. The organization has also begun bringing elements of the camp experience to churches with Covenant Pines Day Camp. These new additions have allowed CPM to expand programs to include more adults and families along with great opportunities in northern Minnesota. Adventurous Christians (AC) is a rustic year-round wilderness center with a mission to provide a Christian environment where people encounter God in the wilderness and in Christian community. For over 30 years, AC has been a place to challenge people physically, mentally, and spiritually while experiencing God in His creation. Located 26 miles north of Grand Marais, Minnesota on the Gunflint Trail, this place of refuge is conveniently close to the Boundary Waters Canoe Area Wilderness, a 1,090,000-acre wilderness area of wilderness lakes and forests in on the Canadian-U.S. border

The four program ministries are known for profound hospitality, the creation of spiritual milestones and significant faith experiences. Building connections and community, holistic formation and leadership development are all hallmarks of Covenant Pines Ministries. Founded on the core values that those who attend will experience the love, joy and community of Christ and the power of God, the beauty of the properties offer an excellent setting for meeting God and growing spiritually

Covenant Pines Ministries exists to establish and improve the financial resources and management team for our four ministries (Covenant Pines Bible Camp, Covenant Pines Day Camp, Silver Beach Family Area, and Adventurous Christians) in order to achieve long-term, sustained growth in bringing people to and deepening their faith in Christ no matter where they are on their faith journey. The Covenant Pines Ministries Board, made up of seven representatives from among the Covenant churches of the Northwest Conference of the Evangelical Covenant Church, champions and stewards the mission and vision of Covenant Pines Ministries.

Organizationally the annual budget runs from \$1.2 to \$1.5 million total revenue, which is funded through camper fees, group rentals and the 41 owner or partner churches assessment

of \$80,000. Of this, Adventurous Christians annual budget is \$180,000-\$190,000. 60% of the budget is paid for by operations. The balance is from donations (assessments) from supporting churches, and fundraising and gifts. The organization is financially healthy and debt free with significant cash reserves. Covenant Pines Ministries is blessed with strong relationships with churches, donors and past and present attenders who support the organization in many significant ways.

All of the program ministries have deep relational connections with those who have experienced the ministry. Especially at Covenant Pines Bible Camp, strong traditions, memories and generational rootedness exist. The constituents of Adventurous Christians extend beyond the Evangelical Covenant denomination as groups from many denominational and theological backgrounds and a wide geographic area are served. The properties all are known as settings where users can get away from the busyness of life and where spiritual decisions and life-changing moments occur through the excellent programming and leadership of quality, caring staff. With a strong tradition of Christian camping and the more recently alignment of the four ministries under one organizational umbrella the future is bright with amazing potential for growth of the entire ministry.

### **The Need, The Opportunity and The Role**

With the retirement of long time (37 years) Executive Director Bruce Peterson, Covenant Pines Ministries is excited to seek the next leader of the organization. Because of the deep and rich history of the camps, the position of Executive Director offers a compelling opportunity for the right person to leverage past successes and forge a bright and vibrant future.

While the camps and associated programs offer consistently excellent opportunities for children youth and families, Covenant Pines Ministries as an organization remains in a developmental stage. The right candidate will need to be able to effectively align all ministries under one organizational umbrella including staff, programs and finances. This means that acumen in the area of organizational development will be a key capacity. The next Executive Director will also need to continue and even expand the significant relationship building with donors, pastors, users and other key constituents. In addition, the next Executive Director will work in partnership with the Covenant Pines Ministries Board of Directors to further advance a positive working relationship. It may also be important for the new person to assist in further developing the role of the board within the larger organization.

The staff of the four Covenant Pines Ministries are dedicated and gifted individuals. It will be the responsibility of the Executive Director to develop and support this gifted leadership while building an increased connectedness among the staff especially between those at Covenant Pines Bible Camp and Adventurous Christians. As the shepherd of all staff the next Executive Director will be most successful if they are able to both spiritually care for and strategically foster the competencies of those they lead. They will also need to be able to assess current staff systems, including accountability and hiring, and make improvements where necessary.

While the organization is in excellent financial shape, major areas of attention exist. These involve capital improvement need at Covenant Pines Bible Camp, Silver Beach and Adventurous Christians. All three sites are currently undergoing capital projects and there is

much more to be done. Working in consultation with the board and staff this will require a keen eye for how best to improve the properties. The right person will possess an ability to create and implement strategies for the physical improvements, secure the necessary funding and shepherd these projects through to completion. Three major facilities needs are on the horizon for the organization. One is to plan and build a new worship center at Covenant Pines Bible Camp that would include a Welcome Center. The second, at Adventurous Christians, to construct a new and much needed bunkhouse. This project is in the planning & fundraising stage. The third involves Silver Beach. This site has already embarked upon a project to renew and rebuild many of the older cabins.

The Executive Director of Covenant Pines Ministries will be the face of the organization to owner churches, pastors, the Northwest Conference, the Evangelical Covenant Church nationally and the broader Christian community. He/she will be a champion for all ministries of the organization to external constituents as well as building internal capacity, leading to continued excellence, sustainability and growth. The ideal candidate will not only be relationally effective with all constituents but will be tasked with engaging in significant fundraising.

Through keen assessment, attentive listening and collaboration with the board and staff, the right person will be able to develop a compelling vision for the future of Covenant Pines Ministries. He/She will capitalize on the potential that is offered by wonderful properties, a rich history, capable staff and dedicated constituents in order to bring about this desired future, resulting in a vibrant and growing ministry.

Above and beyond all of the excellent leadership gifts the next Executive Director will bring, it is vital that they demonstrate a deep Christian faith and spirituality, which forms and directs their life and work. They will be able to create a relational presence rooted in and lived out of an active and growing relationship with Jesus Christ. While it is not necessary for the next Executive Director to currently be in the Evangelical Covenant denomination, the ideal candidate will have a significant awareness of and will be theologically aligned with the Covenant. It will be expected that the new person will be or become a member of a Covenant congregation.

Therefore, the next Executive Director has been described as the one who...

- Leads, develops and challenges the ministry into the future
- Shoulders the mission, assuming primary responsibility for the vision
- Connects people in the Twin Cities and beyond with the camp properties and ministries
- Invests personally in the people of the organization
- Motivates the board, staff and constituents
- Is willing to think outside the box
- Will build on the foundation and take it to the next level

## Qualifications

- Extensive leadership in a church, a Christian non-profit organization or business environment is required
- Bachelor's degree required; Masters in business, theology, organizational or non-profit leadership preferred
- Demonstrated effective experience in oversight of multiple organizational entities, programs and initiatives is essential
- Experience in property management and facility development desired
- Track record of substantial development or fundraising required
- Proven ability to lead and oversee staff and volunteers is necessary

## INQUIRY PROCESS

We encourage anyone who has the above qualifications and who senses a calling for such an opportunity of service to contact us and discuss this position. Alternatively, you may know someone you wish to recommend for this position.

In contacting us, please include a resume outlining your experience and relevant qualifications. In order to provide a more complete picture of you and your abilities, please also provide succinct responses to the following questions:

- Describe your relationship to Jesus Christ. How do you practice your faith in everyday life?
- What leadership have you provided in the context of a church or para-church ministry? Please indicate the role and responsibilities you held, the size and budget of the ministry, and the theological perspective of the church or organization.
- What is motivating or compelling to you about this Executive Director position at Covenant Pines Ministries?
- After familiarizing yourself with the mission, vision and theological perspectives of Covenant Pines Ministries and the Evangelical Covenant denomination (see <http://www.covchurch.org/affirmations>), please comment on the ways in which your personal theology is in alignment with them.

Please also provide at least five references including at least two previous supervisors, one subordinate and a peer. Include phone and email contact information for each person. We will not contact your references until later in the process, and only when you approve.

Please submit these requested materials (in Word or PDF format) to:

Rick Heltne  
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