



Sentinel

since 1949

Where Relationships are Built and Lives are Changed

TITLE:	Camp Director
SUPERVISOR:	Executive Director
DATE:	Spring 2026
TYPE OF EMPLOYMENT:	Full time, onsite housing available
COMPENSATION:	Total compensation (\$50,000-\$70,000) Salary \$35,000- \$50,000, health and dental insurance, pension, food when guests and campers are present, PTO (paid time off)

Sentinel Ministries seeks a Camp Director to partner closely with the leadership team in overseeing camp operations. This key leadership role encompasses a broad range of responsibilities including supporting the Guest Service Director, summer program leadership team and student interns. The Camp Director will also serve as a representative of Camp Sentinel to the community and engage directly with campers and guests.

The ideal candidate will:

1. Have a personal relationship with Jesus Christ, and a strong willingness to learn, lead, and serve with love and compassion following the example set by Jesus Christ. The candidate will exhibit a healthy Christian testimony and actively participate in a Bible believing church.
2. Support the mission, vision, values and Statement of Faith of Camp Sentinel.
3. Have 5 years of camp or management experience in ministry, hospitality and/or nonprofit.
4. Live on camp grounds (at a minimum during peak summer season) and actively foster and contribute to the strong sense of community.
5. Demonstrate successful team leadership, ability to multitask, work independently and successfully manage time.

Position Responsibilities:

The Camp Director position encompasses a wide range of responsibilities with shifting priorities based on the seasonal nature of camp work. The Camp Director must be a self-starter, have the ability to coach a staff team, learn the “systems” of the camp and how to maintain their smooth operation. This involves skills typically required for a small business.

Camp Operations

1. Demonstrate Philippians 2 leadership by supporting and serving alongside the team.
2. Design and implement the summer program annually, ensuring consistency and relevance.
3. Specific responsibilities around the summer camp season include:
 - + Hire and support summer staff team and volunteers
 - + Plan staff orientation/training and summer program schedule
 - + Oversee team-games, waterfront and ropes course

- + Verify supplies are ordered and existing program equipment is fully operational
- + Work to maintain safety standards throughout camp
- 4. Work with Facility Director to enhance the physical camp property as needed.
- 5. Work with the Guest Service Director to ensure guests are served with 5-star hospitality.
- 6. Serve as a representative of the organization for those who interact with camp including parents, group leaders, guests, board members, and the local community.

Other:

1. Work with Executive Director to develop an annual budget that reflects goals of the Camp.
2. Determine an annual marketing plan and work with the marketing coordinator to ensure that beds-filled equates to approximately 600+ campers enrolled in various summer programs.
3. Ability and desire to speak at area churches about the mission of Camp Sentinel.
4. Attend regional and national American Camp Association (ACA) and/or CCCA conferences for the purpose of strengthening the camp and keeping up with current trends.
5. Proficiency in necessary computer skills including Microsoft Excel, Word, registration software, as well as electronic media techniques such as email and social networking avenues.
6. Assist the Executive Director in developing and implementing a long-range plan with the goal of continued growth, and keeping alumni and donors involved in the ministry.

Ministry Impact

The missional success of Camp Sentinel is not measured by the amount of money in the bank, or the number of campers. Missional success is measured by the impact for Christ that Camp Sentinel has on those who are touched by interaction with the various components of the ministry. Everyone is charged with maintaining an atmosphere of positive Christian impact.

Looking ahead / Specific goals

- Continue and develop new programs/opportunities for campers and guests to foster a sense of community and camp involvement.
- Continue and develop new opportunities for community activities and outreach.
- Involvement with programs including implementing new ideas and details to, “add value” through opportunities, systems, etc. to improve guest experiences.

Sentinel Camp Director

Date

Executive Director

Date

Mission Statement

Our mission is to create a welcoming environment for Christian relationship building and spiritual renewal. Within the stillness of God's creation and through the guidance of the staff, people are moved from discovery into authentic relationships with others and with Jesus Christ.

www.campsentinel.org

Camp Sentinel
29 Sentinel Lodge Road
Center Tuftonboro, NH 03816

Staff Benefits for full time year exempt employees

Employee shall be entitled to sick leave, holidays, and annual Paid Time Off (PTO) consistent with the Camp's policies which shall, for this Employee, be as follows:

Sick Leave:

Five working days sick leave with pay is granted after a full year of continuous employment. Additional days to be agreed upon by the employer and the employee. Sick days are for illness only and are not to be used for "personal" reasons. Sick days may not be carried over to following years and expire at the end of each calendar year.

Holidays:

We observe eight holidays each year: New Year's Day, Washington's Birthday, Memorial Day, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Eve and Christmas Day. If the holiday falls during a work period work related needs to be accomplished, a compensation day shall be taken when convenient.

Paid Time Off (PTO):

Paid time off is encouraged for the employee to take rest away from campus. Years of service may be commensurate with prior professional experience prior to employment and do not carry over each year.

After 1 year of service	10 PTO days
After 5 years of service	15 PTO days
After 10 years of service	20 PTO days

Health and dental insurance:

Employees will be offered health and dental care for themselves and their household dependents.

Pension retirement plan:

After 1 year of continuous full-time employment the employee will have the option to be enrolled in a pension retirement plan. The pension plan is 13% of the employee's yearly salary, paid by employer.