



## **CAMP NUTIMIK JOB POSTING - February 2026**

**POSITION:** CAMP & DISCIPLESHIP DIRECTOR, full-time

**LOCATION:** On-site at Camp Nutimik May-August; based in Winnipeg, MB September-April

Camp Nutimik is a not-for-profit, biblically-based organization affiliated with the Manitoba Baptist Association. Our year-round camp ministry is located 115 kms from Winnipeg, Manitoba in the beautiful North Whiteshell Provincial Park. Our staff team is growing and we are excited to add a new member to our ministry staff team.

Camp Nutimik's mission is reaching kids, growing disciples & developing leaders. Our camp is seeking to fill a new role of Camp & Discipleship Director to give leadership to all elements of year-round programming & discipleship. An ideal candidate will have a developed passion for Christian camp and/or youth ministry, be a joy filled follower of Jesus, and have a clear understanding of how quality programming drives a camp's ability to accomplish its mission.

Reporting to the Executive Director and working in cooperation with the year-round staff team, the Camp & Discipleship Director will help Camp Nutimik fulfill its mission and develop strong year-round bonds with campers & staff. This position will give practical oversight to our existing programs and creation of new initiatives, ensuring the ongoing development & discipleship of the people that are our community, and helping promote the mission and work of Camp Nutimik. The following details are meant to summarize a position that will ultimately be flexible according to the skills and gifting of a final candidate, in the context of a team culture that works together to excel in ministry.

### **AREAS OF OVERSIGHT:**

#### **CAMP OPERATIONS**

- Creation and development of all elements of year-round programming (including physical spaces).
- Planning, budgeting and purchasing of equipment and material supplies.
- Assist with facility projects & maintenance needs, as able.
- Involved in the greater strategic planning for development of all property and facilities.
- Together with the Senior Leadership Team, communication and scheduling of chapel speakers and other weekly guests related to summer program; assisting in summer Sunday church service planning, as needed.
- Administrative tasks relating to the greater ministry needs of camp.

## **DISCIPLESHIP**

- Fostering spiritual growth and connection: this position puts a strong emphasis on relationships—building meaningful connections with campers, mentoring summer staff, and investing in the lives of children and youth both during the summer and throughout the year.
- Leading and supporting spiritual programming at camp, including devotions, Bible studies, and one-on-one mentoring.
- Providing year-round discipleship & leadership development opportunities through follow-up programs, events, and outreach. This role will provide a robust program of regular monthly or bi-monthly meetings and events for several key camp groups: campers, leaders-in-training, and summer staff.
- Developing an engaging curriculum to extend the camp theme at events and meetings throughout the year.
- Modeling a growing relationship with Jesus in all areas of leadership and service.

## **PEOPLE**

- In partnership with the Senior Leadership Team, recruitment, hiring, training, encouraging and management of seasonal staff for all seasons of activity and programs.
- Administration related to the hiring process: interviews, communication and paperwork.
- Assisting in team building and conflict resolution as needed.
- In collaboration with the year-round staff team, hosting of various groups on site.
- Working in mission collaboration with our various ministry partners, particularly our Manitoba Baptist Association supporting churches.

## **DEVELOPMENT**

- Ensure all promotional materials and digital media are accurate and up to date.
- Work with the Senior Leadership Team to develop strategy to grow programming.
- Development, coordination and facilitation of events and individual meetings to promote Camp Nutimik.
- Management of social media in cooperation with the Senior Leadership Team (and/or other staff).
- Speaking at church and youth services, including possible preaching at Sunday camp church services.
- Assist with elements of camp fundraising.

## **QUALIFICATIONS:**

- Passion for camp and outdoor ministry, living for Jesus, and training leaders.

- Mature Christian, able to agree with the Camp Nutimik statement of faith and values.
- Agree to the Mission and Purpose of Camp Nutimik.
- Post-secondary education in Biblical Studies/Pastoral/Youth Ministry or equivalent education or experience.
- Tested ability to lead others in a camp ministry, youth ministry or similar setting is preferred.
- Strong oral and written communication skills.
- Ability to manage and delegate administrative tasks.
- Technical ability to work with Google docs, Canva and CampBrain management software.
- Experience with managing social media accounts.
- Hold a valid Manitoba Class 5 license (or equivalent).
- Hold a valid Pleasure Craft Operator Card (or be willing to acquire).
- Hold (or be willing to acquire) CPR, AED, and First Aid certification.

**COMPENSATION:**

Total starting salary for this position is \$47,000 - \$52,000.

Compensation package total includes a combination of salary; housing during the months of May-Aug; internet allowance; camp provided cell phone; and food during most events at camp (most meals in May-Aug and whenever groups are present).

Applicants will live off-site in Winnipeg (or the surrounding area) with the expectation to be living on-site for May-August, and during rental groups (when scheduled) or other key programming times. Mileage provided for travel. The applicant may also qualify for the Clergy Residence Deduction, based on meeting the eligibility requirements.

Also included is a benefits package, and starts with three weeks of vacation.

Final compensation will be calculated based on total experience, ability and certifications.

**APPLICATION:**

For more information please contact Tanya Gerbrandt (Executive Director) at Camp Nutimik.

Ideal start date would be May 1, 2026. The exact start date is flexible.

Interested applicants are invited to send a resume with a cover letter to Tanya's attention by email at [director@campnutimik.com](mailto:director@campnutimik.com).