



Warm Beach CAMP MINISTRIES

WARM BEACH
BLACK DIAMOND
RAINIER CAMP



Opportunity Profile
Chief Executive Officer

About Warm Beach Camp Ministries

Warm Beach Camp Ministries seeks to transform lives and communities by providing Christ-centered environments, experiences, and resources that draw people to God through camping ministries, conferences, and events. Whether through the tools of outdoor adventure, horsemanship, natural beauty, authentic hospitality, or a larger-than-life Christmas festival; whether in the North Sound (Stanwood), South Sound (Auburn), or western slope of Mt. Rainier (Enumclaw) in Washington state, life changes here. God does His work, people encounter Christ, and the Kingdom of God is manifest through His people. Warm Beach Camp Ministries operates programs and provides retreat services through three camp, conference, and retreat sites in western Washington. This overall effort brings camping ministry to within a two-hour drive of more than five million people.



Who are we: Mission

Warm Beach Camp Ministries exists to share the hope and love of Christ through camping ministries and experiences in the Pacific Northwest. Each of our three campuses convey that overarching mission with statements of their own.

Where do we come from: History

In 1956, Warm Beach Christian Camps and Conference Center was developed as a ministry of the Pacific Northwest Free Methodist Church. While incorporated as a separate, private 501(c)(3) non-profit organization since 1995, Warm Beach Camp still maintains a corporate mission and values reflective of our heritage. In 2020, Black Diamond Camp in Auburn and Rainier Camp & Retreat Center near Enumclaw were brought into the Warm Beach Camp Ministries family of camps. Combined, these properties encompass nearly 400 acres and can serve over 1,500 people at one time.

Where are we going: Future

The foundation is strong and the future is bright. Our vision is to connect one million people with Christ by 2030. Strong partnerships with hundreds of organizations, a loyal donor base, and committed staff members lay the groundwork for effective ministry well into the future. The Board and Staff are eager to step into new futures of sustainable and effective camping ministry under the guidance of the Lord.





What we do: Programs and Services

1. Partner with churches, schools, and non-profit organizations to further the goals of each one through group events and programs hosted by our camps. In some cases, we support groups with direct programs such as Black Diamond's Group Camp (summer camp for groups), Outdoor School, and team building. Many groups come with a program of their own, and we partner with them by providing Christ-centered hospitality through lodging, meeting spaces, meals, and activities.
2. Engage the local community through Day Camps, Horsemanship (Warm Beach), Disabilities Ministry (Warm Beach), and Outdoor School.
3. Share the love, joy, and hope of the Christmas season through *The Lights of Christmas*, one of the largest holiday festivals in the Pacific Northwest.



People touched for Christ in 2025



32,000

Partnering with
Leaders



3,600

Community
Engagement



75,000

*The Lights of
Christmas*





The Opportunity

Warm Beach Camp Ministries invites nominations and applications for the role of Chief Executive Officer (CEO). This is a rare and significant opportunity to lead the largest Christian camping ministry in Washington state, one of America's prime mission fields. Reporting directly to the Board of Directors, the CEO will a) serve as a spiritual leader of the Camp communities, b) engage constituents in fulfilling the organizational mission, and c) steward the future capacity of this dynamic organization to further God's purposes.

The next CEO will join a committed team and guide the ministry into a future of growth, innovation, and Kingdom impact. This pivotal role calls for a spiritually mature and experienced leader who is deeply committed to Christ and to the mission of Christian Camping. As chief ambassador for WBCM, the CEO engages the church and civic community to build and strengthen relationships that expand the ministry.

Core Values

(Personal faith characteristics that must be evident for a candidate to be considered for the role)

> PERSONAL FAITH:

Exudes a vibrant Christian faith and commitment.

> THEOLOGICAL VIEW:

Embraces the Wesleyan Free Methodist heritage.

> VOCATIONAL CALLING:

Called to the ministry of Christian camping.



Character Values

(Personal qualities that are most important for the candidate to be a successful CEO of WBCM)

- > **INWARD TRAITS:** Integrity, wisdom, humility, patience, responsibility, compassion.
- > **OUTWARD TRAITS:** Optimism, good humor, love for others.
- > **GROWTH MINDSET:** Forward thinker who embraces personal and professional growth over maintaining the status quo; well-informed and accepting of new opportunities.



Competency Values

(Most important competencies for the next CEO to possess)

- > **SERVANT LEADERSHIP:** Emphasizes serving others, sharing power, and developing individuals to achieve their best; evident skills include listening, empathy, awareness, foresight, persuasion, and commitment to long term staff and organizational growth.
- > **SKILLED COMMUNICATOR:** Provides clear communication across diverse audiences; effective at resolving conflict and bridging diverse views.
- > **BUSINESS ACCUMEN:** Deep understanding of finance, fundraising, operations, markets, and risk management.
- > **ANTICIPATOR OF CHANGE:** Resilient and nimble; able to creatively lead under pressure in changing environments; moving the ministry forward while honoring its past.
- > **TEAM BUILDER:** Ability to work collegially to achieve a transparent, open, and supportive Board/CEO environment.





Applications and Nominations

Applications and CV can be offered through
<https://warmbeach.com/jobs>.

Recommendations, confidential inquiries and questions concerning this search may be directed to:
Jim Gunlock, COO Services, 425-248-0216 or
jim.gunlock@cooservices.com.

