

NELSON/KRAFT AND ASSOCIATES



www.anvilisland.ca

POSITION PROFILE

DIRECTOR OF CAMP DEVELOPMENT

For more information, please contact:

LARRY NELSON

larry@nelsonandkraft.com

1.778.385.0117

MARK KRAFT

mark@nelsonandkraft.com

1.778.982.4427

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About Anvil/Daybreak Point Bible Camp (DPBC)

In 1939, Jim Rattray rented a cabin on Anvil Island for two weeks, so he could provide a camp experience for a small group of boys with whom he was working. As a result of this initiative, several churches from the Vancouver area subsequently bought the current 96-acre site on the southern shores of the island. Their goal for the Anvil/Daybreak Point Bible Camp (DPBC) was also to provide young people with a great summer camp experience and opportunities to put their faith in Jesus Christ.

God has continued to bless this ministry through the decades. Each summer approximately 900 campers and 700 volunteer staff take part in their main nine weeks of the camping season. His Good News is being spread and lives are being changed.



Executive Summary

The Director of Camp Development (DCD) provides primary leadership for the organization toward its mission and ministry, balancing vision and financial soundness by ensuring the mission of the camp is carried out with energy, intelligence, imagination and love. The DCD must be able to provide spiritual leadership and develop a vision of DPBC in collaboration with the Board of Directors as it looks forward to the next chapter of impacting kids and families for generations to come.

Anvil/Daybreak Point Bible Camp has been successfully running camps on an ongoing basis for many decades; therefore, the primary focus of the DCD will not be summer-camp operational in nature. Rather than operational, the main focus will be on developing and leading future major capital projects that need to be completed over the next several years. As such, the DCD will not be spending more than two days a week at the camp during the summer months.

The camp has a longstanding and loyal donor base that has successfully allowed them to fund significant projects such as a new hospital and staff quarters (\$675,000), without the camp taking on any debt. However, these new capital projects will require a level of fundraising that exceeds its past levels by several times.

The camp is in search of a dynamic, outward facing ambassador who will raise the awareness of this special place, and be the chief storyteller to the existing and future donor base. The culture at Anvil is collegial. To thrive in this environment, the DCD must have a relational and collaborative style. Leadership must come primarily through influence and earned credibility rather than just positional authority.

As the primary spokesperson for the camp, he or she will be central to exploring, developing, and maintaining strategic alliances and cooperative ministry initiatives. The successful candidate will set the tone and direction for all development and fundraising.

It is essential to obtain resources beyond those currently available to move forward in our campus plan to fulfill our purpose and mission. The DCD will create bridges for individuals and churches to become consistent investors in the ministry of DPBC.

The DCD will shape, promote, and implement growth strategies through visionary leadership while overseeing all aspects of the fundraising and donor development. The successful candidate will also provide leadership for marketing, public relations, and communication to promote the resources of the camp to current and potential users as well as listening to understand the emerging needs and shifting context of potential users to innovate future development.

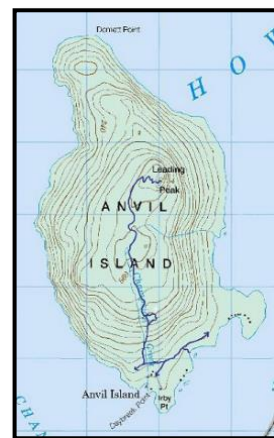
This exciting opportunity has the potential to evolve into more of a traditional Executive Director role in the future; however, launching a successful capital campaign to build a new dining hall will be one of the priorities of the DCD.

Anvil/Daybreak Point Bible Camp is a special place with many key volunteers having been associated with the camp for over 30 years. The fact that the camp has such a loyal donor and volunteer base (over 700), is a testament to the impact this ministry has had on thousands of children and their families for the past 75 years. It is with great anticipation that we look forward to the next 75 years and to what God has in store for Anvil/Daybreak Point Bible Camp.

Location

Anvil Island, the third largest of the islands in Howe Sound, BC, is the northernmost of the major islands in that sound. Marked mostly by tree-lined hills and cliffs, the island's two key features are Leading Peak, near mid-island and scaling 765 metres, and Irby Point at the south-most tip. Daybreak Point Bible Camp lies just northwest of Irby Point. *(source: Wikipedia)*

In summer, staff, campers and volunteers access Anvil for DPBC on the S.S. Britannia leaving Saturday mornings from the base of Denman Street, Vancouver. The camp boat runs twice daily from Lions Bay during the rest of the week in the summer and as required during the rest of the year.



What is Important to Us

MISSION

To encourage campers to encounter the love and life of Jesus Christ through:

- Christ-centred teaching and programs
- Christian community
- Personal relationships
- A safe and fun camp experience



VISION

To continue operating for many more generations by:

- Running fun, gospel-centred summer programs.
- Growing and maintaining strong ties with our volunteer and donor base.
- Maintaining and building facilities that ensure the efficiency and safety of Camp, while preserving natural beauty of our area.
- Shepherding new generations of leaders into the Anvil Community while ensuring effective transitions.

STATEMENT OF FAITH: We Believe

1. The divine inspiration of the Old and New Testament Scriptures, as originally given, their infallibility, and their authority in all matters of faith and life.
2. There is one God, holy, infinite, sovereign, Creator of all things, eternally existent in three persons; God the Father, God the Son, and God the Holy Spirit.
3. Each person is created by God, in His image.
4. The incarnation of the Son of God, Jesus, born of the virgin Mary, conceived by the Holy Spirit. He lived a sinless life, and by His substitutionary death and bodily resurrection effected full salvation for all mankind, and ascended to the right hand of God the Father.
5. The universal sinfulness and guilt of all, whereby we are all subject to the fair judgement of God upon the personal return of Jesus Christ.
6. By the grace of God, a believer is forgiven of sin, regenerated by the Holy Spirit, given eternal life, through faith alone in Jesus Christ.
7. The Holy Spirit, who reveals and glorifies Jesus Christ, indwells believers and empowers them to live a godly life. This life is demonstrated by increasing love of God, holiness of life, and deep concern for the spiritual and practical needs of others.
8. The one holy, universal church which consists of all believers, in spiritual unity in Jesus Christ, its Head.

Facilities & Activities / Services

ACCOMMODATIONS & AMENITIES

Daybreak Point Bible Camp (DPBC) owns a 96-acre property, strategically developed to maintain the integrity of the natural surroundings and provide a retreat-like setting to foster organic connections with people and nature alike. The camp is supported by a spring-fed water supply, tested daily and closely monitored by Coastal Health. The site includes the following buildings:



Dining Hall | Seats up to 180 people, banquet-style. This building will be a candidate for a near-future renovation or replacement.

Cabins | 10 basic ‘camper’ cabins housing up to 12 people and fitted with a washroom but no showers, plus ‘staff-type’ cabins, housing a varied number of people, with washrooms, and shower facilities in many.

Hospital | Designed to service the various emergency medical needs of campers and staff, housing two bedrooms and one full bathroom. It is stocked with limited emergency medical supplies. A portion of this building also houses 10-20 staff/volunteers.

Chapel | The beautifully designed chapel is often the central location – or ‘heart’ – of the campus.

Recreation & Activity Areas | Anvil has multiple areas to entertain and engage people of all ages.

[Click Here](#) for further details on the **facilities** available at DPBC and [click here](#) for more about **activities**.

PROGRAMS

During July and August, DPBC hosts nine week-long camps for up to 105 campers, with each week designated for specific age groups and often designated for either boys or girls, or co-ed. Eighty-five volunteers staff each week and most of them have served multiple consecutive years. The emphasis is to provide staff who are great role models and who embody the Camp mission and statement of faith.

DPBC also hosts two weekend camps in early September for young adults (‘College & Career’), supported by 25 volunteer staff, and as of 2017 a 12th camp, held on the fourth weekend of September, was launched for Grades 9 through 12 as a ‘reboot’ to reconnect with friends from earlier camps and invite new friends to experience a taste of Daybreak Point Bible Camp.



[Click Here](#) for further details on the **programs** available at DPBC.

SERVICES | FACILITY RENTALS

The DPBC facilities are available for rent during the Spring and early Autumn at very reasonable rates and assigned by group-size. The Board wants to capitalize on the opportunity for facility rentals.

1. **Main Camping Area** for Groups of 30 – 150. Available May, June, September and October. This rental provides the group with exclusive access to up to 10 camper cabins, four (4) staff cabins, and the full dining hall with commercial kitchen and dish pit. If there is another rental group on site at the time then they will share access to the Chapel, Gym, and Waterfront with related equipment.
2. **Lodge Camping Area** for Groups of 8 – 18. Available March to June, September and October. Groups renting the Lodge Camping Area have access to the larger, self-contained cottage (lodge), which includes a kitchen, dining room, living room, three (3) large bedrooms with single and double bunk beds, and three (3) bathrooms. Also, this group would have shared access to the Chapel, Gym and Waterfront with related equipment.
3. **NEW! New Workers Building** for Groups of 10 – 20. Available March to June, September and October. *NOTE: This facility will be available to rent as of the fiscal year 2019.*

Donations & Fundraising

The DPBCS encourages donations from their Member Churches and individual donors through a “Monthly Partnership Program” or one-time/sporadic gifts. The donor may direct their funds to ongoing programs and capital maintenance, or to projects and short-term opportunities like renovations and new construction. Alternatively, donors can direct their funds towards the camper sponsorship program to assist campers who cannot afford to finance the full price of attending a week at camp.

Keeping their sights on the future, member Churches, their network of friends, and past donors are invited to celebrate DPBC by attending a fun, informative fundraising dinner... a highlight in every Anvil year! The focus of the dinner is often a proposed capital development project – like the recent Hospital facility – or boosting camper sponsorship.



Key People

BOARD OF DIRECTORS

The Board of Directors consists of eight (8) individuals elected by the Member Churches of the DPBC Society.

Board Chair | Terry Carabetta

Vice-Chair | David Jones

Treasurer | Blake Henley

Secretary | Steven Moyes

Members-at-Large | James Copp, Karsten Fast, Taryne Hagan, John O’Neal

Official Spokesperson | James Copp

Key camp committees include:

Sessions Committee

Human Resources Committee

Facilities Oversight Committee

Directors’ Nominating Committee

SUPPORTING STAFF

Anvil is supported by two full-time staff members who keep the organization running effectively and efficiently year-round.

Administrator | Shannon Fenton

Camp Caretaker (FT) | Kent Friesen

Seven additional staff are hired for the summer season: a head lifeguard and three additional lifeguards, a canteen coordinator, a boat driver and a summer office assistant.

What makes DPBC unique is their volunteers – 700 people annually! Their summer camps are supported by up to 85 volunteer staff members every week.

Daybreak Point Bible Camp Society (DPBCS) is a stand-alone society supported financially and spiritually by member churches, individual donors, and various volunteers. The member churches select one of their congregant members to act as a Society Member Representative, who is eligible to run as a Board Director. That member attends DPBCS meetings and agrees to uphold the principles, mission and beliefs of the Society. Additionally, member churches contribute financially, promote the camp in their own communities, and provide volunteers.

Member Churches

Bakerview Gospel Chapel
Every Nation Vancouver
Marineview Chapel
Sutherland Church

Cascade Gospel Chapel
Granville Chapel
Parkcrest Gospel Chapel
Tsawwassen Alliance

Emmanuel Christian Community
Heather Bible Chapel
Sixteenth Avenue Gospel Hall
Westminster Bible Chapel

COMMUNITY PARTNERS

Several organizations have committed to support and promote DPBC in their own communities, financially support campers through sponsorships, and encourage volunteer participation. Both Union Gospel Mission and Youth Unlimited play a key role in partnering with DPBC. Additionally, the Chapel Movement is an important link to build campers' deeper connections with Christ when they return home.

Position Description

The Director of Camp Development (DCD) reports to the Board of Directors, who provide governance and vision for the organization. The DCD will collaborate with the Board on vision. As the key storyteller and public representative, the DCD must reflect the collegial culture of DPBC and embody a collaborative, relational personal style as he or she will be the ambassador of DPBC to current and potential users and supporters, both physical and financial. The DCD will not be satisfied to keep alliances strictly within the established resource network, but will proactively advance the vision and mission of DPBC throughout both the church and non-church community in building long-term investors. Further, the DCD will provide visionary leadership in marketing, communications and public relations by developing and implementing growth strategies influenced by input from the expanding user community and their changing needs.

TOP RESPONSIBILITIES

The typical rhythm of the year of DPBC and the usual tasks of the DCD during the camping season and the off-season look like the following:

Off-season

- Meeting with key donors and speaking about upcoming plans for Anvil.
- Strategizing new leads and continuing to build upon our existing donor base.
- Significant time will be spent in the office or at network and speaking events. Networking events could be meeting with potential donors, while speaking events may include speaking at local churches, schools, and other religious affiliations to grow beneficial partnerships and the camp donor-base.
- Connecting with the various committees as required to support the development of the DCD role.
- Following up with camp directing teams, volunteers, and campers/their parents, in order to get feedback on the summer.
- Being involved in the annual fundraising banquet and developing other such events in the off-season. Gearing up for the winter donor season and preparing any upcoming campaigns to encourage this.

Camp Season

- On-island for 1-2 days each week, observing summer camp programs, engaging with volunteers and the camp directing team, donor trips, and helping to determine where camp can be improved/changed.
- Office days would include following up with donors, supporting director teams going up to camp in the following weeks, and, in the event of an emergency, responding to on-island issues.

Other Requirements

- The DCD will work from home but makes periodic visits the Camp, especially during the summer. The expectation would be to visit each week for 1-2 days at a time throughout the summer. The Board is open to negotiating a separate office area if necessary.
- While the job can typically be done during normally work hours, there are situations that require weekend or after-hours availability – especially in the area of responding to time-sensitive issues associated with groups up on the island and speaking to faith-based organizations. In collaboration with the Board, will direct the visionary and strategic planning necessary to develop 3-5 year strategic plan (including the replacement of the dining hall).
- Must pass an annual Criminal Record Check and agree with and sign the DPBCS Abuse Prevention Policy.

- Must agree with and sign the Daybreak Point Bible Camp Society (DPBCS) Statement of Faith and Code of Conduct.

TOP QUALIFICATIONS

While the position will require multiple skills, here are some of the more important ones that will be needed for success in this position:

1. Demonstrates evidence of, and can articulate, a close personal relationship with Jesus Christ.
2. Proven experience in fundraising or leading a capital campaign within a faith-based charity.
3. Good communication skills, both written and oral.
4. Networking and presentation skills – especially with church-based groups and donors.
5. Well-developed management skills.
6. The ability to lead large, diverse groups of people.
7. Excellent team builder – particularly with volunteers.

Search Process

TO APPLY

Forward your resume and cover letter to Mark Kraft at info@nelsonandkraft.com.

Application deadline: **Open until filled.**

Please Note

Qualified candidates for this search must be Canadian residents at the time of application. Thank you.

NELSON/KRAFT & ASSOCIATES INC. CONSULTING TEAM



Mark Kraft | Leading the Search

Mark is a certified executive coach and Birkman Method consultant. With a background in pastoral ministry, strong leadership development skills, and a passion for helping not-for-profit organizations succeed, Mark has become highly sought after for his expertise in recruiting, networking, crisis management, team building, and best practices for board governance.



Larry Nelson | Supporting the Search

Larry is a chartered accountant and former CEO of the Baptist Housing Society. He currently serves on the board of the Canadian Council of Christian Charities, has been active in politics, and served three terms as a trustee with the Coquitlam School Board. He is passionate about lending his professional expertise to not-for-profit organizations.