

## CANDIDATE PROFILE & APPLICATION INSTRUCTIONS

### Missions Director

November 3, 2025

Camano Chapel is seeking candidates for Missions Director. Each applicant will be prayerfully considered. We are committed to an applicant that is a best fit as listed in the job description. We will be accepting applications beginning November 6th; applications will be reviewed in a timely manner. Completed application packages must be submitted to Sandy Shook. Any questions should be directed to Sandy Shook at 360-387-7202 or by email, [sandyshook@camanochapel.org](mailto:sandyshook@camanochapel.org).

#### **Education:**

- Minimum-High School Graduate
- Experience with Missions, either a degree or experience

#### **Requirement:**

- This position needs to be held on site at Camano Chapel

#### **Doctrine, Character, Ability and Personality/Philosophical Match**

- Interview(s) and references will determine:
  - Doctrinal match (*agreement with core beliefs*),
  - Character match (*a testimony of integrity*),
  - Ability match (*alignment of God's equipping and the desired role or position*), and
  - Personality/Philosophical match (*a fit for the culture of Camano Chapel*).

**Please be sure to send the Reference Questionnaire to each of the Character References you listed on page 5 of the application for employment.**

***Each applicant will be prayerfully considered to determine a "Best Match" for ministry.***

**CAMANO CHAPEL**  
**Ministry Description**

<b>DATE:</b>	<b>October 24, 2024</b>
<b>POSITION TITLE:</b>	<b>Missions Director</b>
<b>REPORTS TO:</b>	<b>Associate Pastor - Ministry &amp; Outreach</b>
<b>COMPENSATION:</b>	<b>\$21 per hour</b>
<b>TIME ALLOCATION:</b>	<b>Non-Exempt; Part Time - 24 hours per week</b>
<b>BENEFITS:</b>	<b>48 Hours Vacation &amp; Paid sick leave per L &amp; I guidelines</b>
<b>PAID HOLIDAYS:</b>	<b>Observe 9 Holidays as well as the week between Christmas Day through New Year's Day.</b>

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**GENERAL DESCRIPTION:**

The Director is a member of the Ministry Staff and is selected for an unspecified period of service by the Administrative Director and Senior Pastor. They will develop, lead, and minister to the lay ministry team leaders of this ministry with guidance as needed by the designated Associate Pastor. They are expected to contribute to the team spirit of the staff through fellowship, encouragement, cooperation, prayer support and other appropriate ways, as they serve their Lord Jesus Christ and the church.

**COMPENSATION:**

Compensation will be recommended by the Compensation, Audit and Budget Task Force and approved each year by the Administrative Board. Vacation periods, sick leave, insurance coverage and other benefits are indicated in the Camano Chapel Employee Manual.

**POSITION TITLE: DIRECTOR OF MISSIONS**

1. Coordinate yearly Mission events with the church calendar.
2. Shepherd and encourage the Mission committee through periodic meetings.
3. Shepherd and encourage Camano Chapel's missionary families.
4. Communicate with Media Coordinator who organizes and produces the production of all missions related print material, publishing and online needs.
5. Oversee Mission's Committee Chairman and volunteers who organize and coordinate mission ministries.
  - See attached Mission Board Chair Roles and Responsibilities-page 3
6. Plan, oversee and equip adult leaders for all Mission trip related activities:
  - a. Local family mission teams
  - b. Domestic and international mission teams
7. Oversee and equip the adult leadership team to provide Missionary care related activities:
  - a. Communication
  - b. Special needs
  - c. Christmas Love Gifts
8. Oversee other related Missions activities:
  - a. Fund raising / helping to raise missionary support
  - b. Resource / helping missionaries on furlough
  - c. Other mission projects (*ie. Haiti Christmas Bags*)
9. Assist Pastors to Contact, Meet, & Serve to meet needs of folks who appear on the Care Sheet.
10. Assist Pastors with ministerial duties when Pastors are not available.

**PHYSICAL DEMANDS AND EXPECTATIONS:**

1. Attend Church at Camano Chapel.
2. If not a current member, submit application for Membership at Camano Chapel.
3. Attend Weekly Staff Meetings.
4. Every other year starting in 2026, may lead a compensated missions trip per our “Guidelines for Compensation Status while on Camp, Mission Trips and Educational Tours.”
5. Job entails an office setting where walking, sitting, and minimal lifting of heavy objects may be involved. (Ex. Supply boxes for trips, 20-50lb boxes.)

**EMPLOYMENT AT WILL**

Employment is with the mutual consent of the employee and Camano Chapel for an indefinite period. Consequently, both the employee and Camano Chapel have the right to terminate the employment relationship at any time with or without cause or advance notice. This employment “at-will” relationship shall remain in effect throughout employment. The language used in this job description is not intended to create or constitute the terms of an employment contract between Camano Chapel and any applicant or employee. Nothing contained herein should be understood as a guarantee of employment; but rather, employment which is on an at-will basis (i.e., is not for any specific time period or duration, and can be terminated without reason at any time by either Camano Chapel or yourself).

This policy shall not be modified by any statements contained in any other employment applications, recruiting materials, memorandums, letters of understanding provided at the time of hire, or other material provided to employees in connection with their employment. Also, those documents shall not create an expressed or implied contract of employment. No manager, supervisor, or employee of Camano Chapel has any authority to independently enter into any agreement for employment for any specific period of time or to make any agreement for employment other than at-will. Completion of an introductory period or conferral of regular status shall not change an employee's status as an employee-at-will or in any way restrict the employer’s right to terminate such an employee.

**NOTE:** Camano Chapel Elders reserve the right to decline acceptance of, or remove, any staff member who holds or advocates any beliefs in conflict with the Bible-based nature of Camano Chapel.

### **Missions Board Chair Roles and Responsibilities**

These are the Roles and Responsibilities of the Mission Committee Chair Position as follows:

1. Help alongside the Missions Director to organize, prep, and lead Missions Committee Meetings.
2. Help alongside the Missions Director with volunteers to organize and coordinate mission ministries.
3. Resume duties as listed on the Committee Member Roles and Responsibilities sheet.
4. In the absence of the Missions Director (i.e. On vacation, sick, unavailable, and/or vacant position) perform the duties and has authority (sign forms, paperwork, authorize spending up to \$1,500 and Finance Sub-committee approval for anything above \$1,500 etc.) as acting Missions Director until further notice. See Missions Director job description for further details of duties, responsibilities, and authority.



867 S. West Camano Drive, Camano Island, WA 98282 - (360) 387-7202

## APPLICATION FOR EMPLOYMENT

Date \_\_\_\_\_

**Position Desired:** Missions Director

### CANDIDATE PROFILE:

Last Name \_\_\_\_\_ First \_\_\_\_\_ Middle \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Home Phone (\_\_\_\_) \_\_\_\_\_ Work Phone (\_\_\_\_) \_\_\_\_\_

Cell Phone (\_\_\_\_) \_\_\_\_\_ E-mail Address \_\_\_\_\_

Pay Requirement/Expectation (do not leave blank): \_\_\_\_\_ Date available for employment: \_\_\_\_\_

Are you 18 years of age or older?  YES  NO (If hired, you may be required to provide proof of age).

Do you have a relative currently on staff?  YES  NO (If yes, give name(s) and relationship). \_\_\_\_\_

Are you a member of Camano Chapel?  YES  NO (If no, what is the name of your current church? \_\_\_\_\_)

### CHURCH MINISTRY OR EMPLOYMENT PROFILE:

*Do not substitute a résumé for this section:*

**Present Church or Employer** \_\_\_\_\_ Phone (\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Dates of Service: \_\_\_\_\_ to \_\_\_\_\_ Starting Compensation \_\_\_\_\_ Ending Compensation \_\_\_\_\_

Name of Overseer \_\_\_\_\_ May we contact this person as a reference?  YES  NO

Average weekly attendance (*If applicable*): \_\_\_\_\_

Position and Ministry Description:

Reason for leaving:

**Previous Church or Employer** \_\_\_\_\_ Phone (\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Dates of Service: \_\_\_\_\_ to \_\_\_\_\_ Starting Compensation \_\_\_\_\_ Ending Compensation \_\_\_\_\_

Name of Overseer \_\_\_\_\_ May we contact this person as a reference?  YES  NO

Average weekly attendance (*If applicable*): \_\_\_\_\_

Position and Ministry Description:

Reason for leaving:

**Previous Church or Employer** \_\_\_\_\_ Phone (\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Dates of Service: \_\_\_\_\_ to \_\_\_\_\_ Starting Compensation \_\_\_\_\_ Ending Compensation \_\_\_\_\_

Name of Overseer \_\_\_\_\_ May we contact this person as a reference?  YES  NO

Average weekly attendance (*If applicable*): \_\_\_\_\_

Position and Ministry Description:

Reason for leaving:

Please detail Christian ministries you have worked with, indicating the duration of your involvement, location and role.

In the same manner, please list any secular work experience that has helped you prepare for your ministry.

Please evaluate your practical abilities. Indicate whether you have: Limited skills, Moderate skills, or Proficiency.

	<b>L</b>	<b>M</b>	<b>P</b>		<b>L</b>	<b>M</b>	<b>P</b>
Recruit leaders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Equip others for ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Work within a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Microsoft Based Software	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training Leaders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Event planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Camano Chapel is a multiple staff church. Please give examples of how you would work with a ministry team and with your staff overseer.

**EDUCATION PROFILE:**

Name:	Location:	Years Completed:	Graduated:	Last year:
High School _____			<input type="checkbox"/> YES <input type="checkbox"/> NO	_____
Trade or Business School _____			<input type="checkbox"/> YES <input type="checkbox"/> NO	_____
College (*) _____			<input type="checkbox"/> YES <input type="checkbox"/> NO	_____
Bible College or Seminary (*) _____			<input type="checkbox"/> YES <input type="checkbox"/> NO	_____
How many years of Bible have you had? _____				
Do you plan any further study? <input type="checkbox"/> YES <input type="checkbox"/> NO If yes, explain _____				
_____				

**PERSONAL PROFILE:**

What part have you taken in the activities of the communities where you have lived?

\_\_\_\_\_

What are some of your favorite leisure, hobby and vacation interests?

\_\_\_\_\_

What are your cultural interests (music, art, literature, and athletics) and how do you express these interests?

\_\_\_\_\_

What books/periodicals have you read in the past 12 months (except for school)? Please list.

\_\_\_\_\_

From past experience, how do you respond to stress?

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Have you ever been convicted of a felony?  YES  NO (If yes, please give the date, place and nature of the charge of which you were convicted. Note: A conviction will not necessarily disqualify you from employment).

Do you have any current criminal charges pending against you?  YES  NO If yes, describe

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May we check with your present or past employer for a reference?  YES  NO

If hired, can you furnish proof that you are eligible to work in the United States?  YES  NO (employment is contingent upon satisfactory proof of eligibility to work in the United States).

### **SPIRITUAL PROFILE:**

Because of the unique nature of our ministry, we are concerned that our employees be committed to the Christian perspective as explained in our Statement of Faith. We expect all of our employees to actively pursue their walk with God and to be involved in times of prayer for the specific needs our Chapel family, and to not teach contrary to the “Doctrines Camano Chapel’s Elders Hold to be True”.

To help us evaluate our compatibility, please take a moment to answer the following questions.

Are you currently having a consistent quiet time and Bible based devotional life?  YES  NO

Are you currently leading regular devotions with your family?  YES  NO

Are you currently involved in a one-to-one discipleship relationship?  YES  NO

Are you committed to implementing the equipping ministry of Ephesians 4:11 in your personal ministry?  YES  NO

In a separate word document, write a brief sketch of your life. Please include:

1. How you came to know Jesus Christ as your personal Savior (*your personal letter of testimony.*)
2. Your life’s purpose statement and its practical application to your daily life.
3. Pertinent factors such as childhood, setting (rural, urban, etc.), home life, salvation, church background, marriage, leading to ministry, etc., to the present time.

## STATEMENT OF FAITH

To achieve coherence and unity within the ministry; to assure that the work of the ministry is conducted in a manner worthy of the calling to which Camano Chapel has been established; to maintain fidelity to the announced purpose, vision and mission of Camano Chapel, even as described in its constitution and by-laws; to advance these compelling interests of Camano Chapel; and to foster a loving supportive and redemptive work environment with the ministry, Camano Chapel evaluates each prospective employee in part, according to his or her ability and willingness to subscribe to these principles and requires that each employee of the organization enthusiastically embrace the Statement of Faith, The Doctrines Camano Chapel's Elders Hold to be True, as well as the Purpose, Vision and Mission statements as part of the employment process to affirm such principles in their lives, both in and out of the work place.

Please read the enclosed Camano Chapel Statement of Faith, The Doctrines Camano Chapel Elders Hold to be True, and Camano Chapel Constitution and Bylaws and sign below. Without reservation, I hereby agree with Camano Chapel's Statement of Faith and Doctrines Camano Chapel Elders Hold to be True.

Applicant's signature \_\_\_\_\_ Date \_\_\_\_\_

## CHARACTER REFERENCES

Four references are needed. *(Please use references who know you well - - not mere acquaintances.)*

**Pastor** \_\_\_\_\_ Length of time known \_\_\_\_\_  
Home Phone (\_\_\_\_) \_\_\_\_\_ Work Phone (\_\_\_\_) \_\_\_\_\_  
 Free to contact  
 Please wait to contact

**A teacher/mentor** \_\_\_\_\_ Length of time known \_\_\_\_\_  
Home Phone (\_\_\_\_) \_\_\_\_\_ Work Phone (\_\_\_\_) \_\_\_\_\_  
 Free to contact  
 Please wait to contact

**A ministry partner** \_\_\_\_\_ Length of time known \_\_\_\_\_  
Home Phone (\_\_\_\_) \_\_\_\_\_ Work Phone (\_\_\_\_) \_\_\_\_\_  
 Free to contact  
 Please wait to contact

**Other** \_\_\_\_\_ Length of time known \_\_\_\_\_  
Home Phone (\_\_\_\_) \_\_\_\_\_ Work Phone (\_\_\_\_) \_\_\_\_\_  
 Free to contact  
 Please wait to contact

**PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING**

I certify that all information provided in this application and any attachments is true and complete. I understand that any false information or omission may disqualify me from further consideration of employment, or, if I am hired, may result in my dismissal from employment if discovered at a later date.

I understand that the employer may request an investigative consumer report from a consumer reporting agency. This report may include information as to my character, reputation, personal characteristics and mode of living obtained from interviews with neighbors, friends, former employers, schools and others. I understand I have a right to make a written request within a reasonable time for the disclosure of the name and address of the consumer reporting agency so that I may obtain a complete disclosure of the nature and scope of the investigation.

I authorize the investigation of any or all statements contained in this application. I also authorize whether listed or not, any person, school, current employer, past employers, and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements.

**Background Authorization:**

I understand that prerequisites for all candidate finalists may include completion of the DISC Test and StrengthsFinder2.0 Personality Inventories (or similar human resource tool), and standard Washington State Department of Motor Vehicle evaluation as a part of final screening .

**Employment at Will:**

I understand that this application or subsequent employment does not create a contract of employment nor guarantee employment for any definite period of time. If employed, I understand that I have been hired at the will of the employer and that my employment may be terminated at any time, with or without cause and with or without notice. I understand that no employee or representative of Camano Chapel, has any authority to enter into any agreement for employment for a specified period of time or to make any agreement contrary to the foregoing except where stated in Camano Chapel's Constitution and By-laws. Further, no staff member may alter the at-will nature of the employment relationship unless done so specifically and in writing. This employment at will relationship shall remain in effect throughout your employment.

I have read, understand and consent by my signature to these statements.

Applicant's signature \_\_\_\_\_ Date \_\_\_\_\_

**PRE-EMPLOYMENT INVESTIGATIVE REPORT RELEASE**

I understand that Camano Chapel may obtain a consumer investigative report for employment purposes. This report will contain a review of my credit history. I further understand that the use of a photocopy of this form may be necessary to verify this information; I authorize this use and request that such a photocopy be honored fully.

**POST-EMPLOYMENT INVESTIGATIVE REPORT RELEASE**

I understand if hired by Camano Chapel my fingerprints may be submitted to the FBI in compliance with Title 12 of the United States Code, Section 1730.

\_\_\_\_\_  
Full Name (Print)

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Street Address

\_\_\_\_\_  
City

\_\_\_\_\_  
State

\_\_\_\_\_  
Zip Code