
About Iowa Regular Baptist Camp (IRBC)

Founded in 1950, Iowa Regular Baptist Camp is owned and supported by 95 churches of the Iowa Association of Regular Baptist Churches. The camp is situated on 52 acres along the north shore of Clear Lake, featuring 3,000 feet of shoreline frontage.

IRBC exists to make a lasting impact on the lives of campers, summer staff, and local churches through a Christ-centered camping ministry. Each year, the camp serves approximately 3,800 campers during the summer season and more than 4,500 guests through retreats and other ministries. Ten year-round staff members and their families serve together in this mission.

Mission

To assist churches in the spiritual development of people through the Word of God in a camping environment.

Core Values

1. We Actually Love Church
2. We Make Things Better (Battle Mediocrity)
3. We Work Really Hard
4. We Thank God
5. We Invest in People
6. We Must Grow

Position Purpose

The Maintenance Technician seeks to faithfully support the mission of Iowa Regular Baptist Camp by helping create and maintain a safe, clean, reliable, and distraction-free environment where ministry can thrive. This role reflects a high view of God through excellence, proactive care in facility stewardship.

Position Overview

This position is designed for an experienced maintenance technician with leadership potential. In addition to hands-on maintenance responsibilities, the role models excellence, assists with training others, and contributes to long-term facility and equipment care and planning. Flexibility, teamwork, and a servant-hearted attitude are essential in a camp ministry environment. We especially seek a candidate who could excel at and lead in one of two areas: HVAC or vehicle maintenance.

Desired Qualities

- Demonstrated spiritual maturity and Christ-centered character
- Strong sense of ownership, responsibility, and self-directed initiative
- Commitment to excellence and continuous improvement
- Leadership ability with a willingness to train and mentor others
- Team-oriented, humble, and servant-hearted

Qualifications

- Proven experience in general trades (electrical, plumbing, carpentry, or welding)
- Strong troubleshooting and problem-solving skills
- Ability to read and interpret schematics, manuals, and technical documentation
- Comfortable using CMMS software and Microsoft Office applications
- Ability to follow verbal and written instructions.
- Dependable, punctual, and able to work under supervision.
- Physically able to perform maintenance duties, including lifting, climbing, and outdoor work
- Preferred expertise in either HVAC systems or vehicle/boat/equipment mechanics

Responsibilities

- Assist in general maintenance and repairs of camp facilities, including plumbing, electrical, carpentry, and painting.
- Project a friendly attitude; to meet the needs of all maintenance “customers.”
- Ensure the Organization’s philosophy, mission and vision are pertinent and practiced
- Work collaboratively with other team members and departments to support camp operations.
- Ensure cleanliness and organization of work areas, storage spaces, and maintenance equipment.
- Support seasonal preparation of camp facilities (e.g., winterization, summer readiness).
- Perform and lead general facility and equipment maintenance, repairs, and improvements
- Diagnose and troubleshoot issues with equipment, buildings, and vehicles.
- Execute preventive maintenance schedules and maintain accurate records of maintenance activities.
- Respond to work orders and emergencies promptly; communicate status and resolution clearly.
- Effectively lead staff or volunteer work crews.
- Respond calmly and effectively to urgent or emergency facility needs
- Support and uphold safety standards
- Build healthy, collaborative relationships with staff and volunteers
- Model Christ-centered leadership and servant-hearted professionalism
- Train and mentor other maintenance staff and team members
- Perform other duties as assigned in support of camp operations

Spiritual and Organizational Requirements

- Clear personal testimony of salvation through faith in Jesus Christ
- Agreement with IRBC doctrinal statement and institutional policies
- Willingness to unite with and actively participate in a local IARBC church

Chain of Command

- Hired and released by the Executive Director
- Reports directly to the Maintenance Director