

LUTHERDALE

Camp & Conference Center · N7891 US Hwy 12, Elkhorn, Wisconsin 53121

lutherdale.org · info@lutherdale.org

Executive Chef/ Food Service Manager

Year-Round, Full-Time · Elkhorn, WI

At Lutherdale, the dining hall is more than a place to eat — it's where community is built.

Three times a day, every person at camp — camper, counselor, guest, and staff — gathers around the table together. As our Executive Chef, you'll be the person who makes that gathering nourishing, joyful, safe, and welcoming. Your kitchen is at the heart of our mission: experiencing God's love and growing in faith together in creation.

If you're a skilled culinary leader who believes food is an act of hospitality — and who wants to do meaningful work in a place of genuine belonging — we'd love to meet you.

POSITION AT A GLANCE

Location: Lutherdale Camp & Conference Center, Elkhorn, WI (on Lauderdale Lake)

Position Type: Full-time, Year-Round, Salaried

Compensation: Competitive package, commensurate with experience, Health Insurance, PTO, and 403B contribution

Reports To: Executive Director

Housing: On-site housing available, salary adjusted accordingly

WHO WE ARE

Lutherdale is a 52-acre camp and conference center nestled on the shores of Lauderdale Lake, just north of Elkhorn in Southeastern Wisconsin. We are a place of belonging; welcoming youth, families, adults, and groups of all backgrounds throughout the year for summer camp, retreats, conferences, and community gatherings.

Our mission is simple and profound: experiencing God's love and growing in faith together in creation. Every program, every meal, every conversation at Lutherdale is rooted in that call. We are centrally located between Milwaukee (45 min.), Madison (60 min.), and Chicago (90 min.) and serve groups ranging from small weekend retreats to full summer camp seasons of 100–250 people per meal.

Our core values guide everything we do:

Inclusivity — Every person is welcomed, accepted, known, celebrated, and loved

Joy — We bring delight and celebration into everyday moments

Faith Formation — We create space for spiritual growth at every age

Excellence — We pursue quality in all we do, including what we serve

Sustainability — We care for God's creation in our practices and choices

THE ROLE

As Executive Chef, you will lead all culinary operations at Lutherdale year-round, from the energy of summer camp to the intimacy of off-season retreats and conferences. You'll oversee a kitchen that serves 100–250 people per meal during peak seasons, and smaller groups throughout the fall, winter, and spring.

This is a leadership role with real creative latitude. You'll shape the menus, build your team, and set the tone for a kitchen culture that reflects our values: joyful, inclusive, excellent, and grounded in care for people and the earth.

WHAT YOU'LL DO

Nourish Our Community

- Plan and execute scratch-cooked meals for 100–250 campers, guests, and staff daily during summer and peak seasons
- Develop seasonal, creative menus that reflect Lutherdale's commitment to excellence and sustainability
- Accommodate a full range of dietary needs with care and skill, including gluten-free, vegan, vegetarian, and allergen-aware options
- Bring creativity and joy to special events, themed dinners, campfire cookouts, and retreat catering

Lead Your Team

- Hire, train, schedule, and mentor seasonal and year-round kitchen staff
- Build a kitchen culture rooted in Lutherdale's values — welcoming, joyful, and excellent
- Support the professional growth of your team with hands-on training, support and encouragement

Run the Kitchen with Excellence

- Manage food ordering, vendor relationships, inventory, and food cost controls within a set budget
- Maintain compliance with Wisconsin State Restaurant License requirements, ServSafe standards, and all applicable health codes
- Oversee kitchen equipment maintenance and safety protocols
- Manage food service budget with stewardship and care

Be Part of Camp Life

- Participate in the broader Lutherdale community — staff gatherings, camp traditions, and shared life on the lake
- Collaborate with the program team on camper experience, special dietary accommodations, and event planning
- Embody Lutherdale's vision: a place of belonging where God's love is made real

WHAT WE'RE LOOKING FOR

We believe great chefs come from many paths. We value experience, craft, and character equally. Here's what we're hoping you bring:

- 3–5+ years of professional cooking experience, including kitchen leadership or management
- Experience with high-volume, large-batch cooking (camp, institutional, catering, or retreat settings a plus)
- Current ServSafe Food Manager Certification — or willingness to certify before your start date (we'll support you)
- Skill and enthusiasm for accommodating diverse dietary needs, including allergens, vegan, and gluten-free
- Strong people skills — you lead with warmth, communicate clearly, and bring out the best in your team
- A genuine affinity for community, hospitality, and mission-driven work

- Alignment with Lutherdale’s values of inclusivity, faith, joy, excellence, and sustainability

Camp or retreat center experience is a meaningful plus. Faith-based workplace experience is welcome but not required. What matters most is that you believe every person who walks through our dining hall doors deserves to feel welcomed and nourished.

WHAT WE OFFER

Compensation & Housing

- \$45,000–\$70,000 annual salary, commensurate with experience — one of the most competitive packages for this role in the region
- On-site housing and utilities provided — live steps from Lauderdale Lake (salary adjusted if housing is used)
- Meals included while on duty
- Health benefits, PTO, and retirement plan

Professional Development

- Support for continuing culinary education, certifications, and professional growth
- Opportunity to build and shape a kitchen program from a position of real leadership
- A workplace where you are seen, valued, and celebrated as a whole person — not just an employee

HOW TO APPLY

We’d love to hear your story — your culinary background, what draws you to Lutherdale, and what you’d bring to our kitchen and our community. There’s no one-size-fits-all application here. We take a genuine look at every person who reaches out.

Please send a resume and a brief note about yourself to:

Rev Tracy Polzin

Tracy@lutherdale.org · lutherdale.org/opportunities
N7891 U.S. 12, Elkhorn, WI 53121 · (262) 742-2183

“Experiencing God’s love and growing in faith together in creation.”

Lutherdale is an equal opportunity employer. All are welcome.