



Do you love the outdoors? Kids and families? Have you, in your career and ministry journey, been someone who has built and shepherded strong relationships, created a shared vision, and brought it to execution? Do YOU sense you are being called to lead the transformation of an unique Christian Camp with an unapologetically, Christ-centered mission and purpose? If so, the Executive Search Committee invites you to apply for this incredible opportunity to lead and shape what is next for Camp Michawana (“CM”) as its next Executive Director.

Camp Michawana Executive Director

Role Summary: As the Executive Director, in coordination with the Camp Executive Committee, you will direct both, the CM paid staff and volunteer contributors. You will oversee all day-to-day CM management and staff development (professional and spiritual). In this role, you will be ultimately responsible for the successful **implementation** of the mission and strategy of CM by working in tandem with the President of the Board and Executive Committee in the oversight and stewardship of CM, its people, and resources. You will grow and guide the following CM areas with the help of supporting staff and volunteers:

- organizational & spiritual health
- financial return on programs and initiatives
- donor development
- camp vision, mission, staffing
- long-term strategy & goal setting
- supporting key missional relationships (churches, non-profit)

To be Successful in this Role: The right candidate is to be a proven, self-motivated, mission-driven professional, who also operates as a member of our Executive Committee. They must have a willingness and excitement to be responsible for the overall management, oversight, and success of the CM summer camps, group camps, conferences/retreats, campground, and group rentals operation.

They are to be a dynamic, spirit-filled, biblically-grounded, outdoor-positive professional with significant experience in planning, leading, and supervising outdoor and/or environmentally focused programs.

Please note: *The position requires a significant onsite presence from the mid-spring to early fall months. Onsite Housing is available at Camp Michawana during this period of time if that is required for yourself and your family.*

Through strong collaboration, they will ensure the delivery of high quality programs and services to the surrounding communities and camp groups They will oversee and implement a positive, faith-focused, and mission-minded camp environment, while growing the current portfolio or program offerings with senior camp staff, local stakeholders, and the board to strengthen the future program and rental offerings.

Key Strategic Functions:

- Serve as the day-to-day “**face**” of Camp Michawana, as well as the paid staff and volunteers.
- Strengthen both the mission and the people [paid and volunteer] executing on both the short-term and long-term Camp strategy.
- Be the “glue” that holds Camp together.
- Demonstrate persistent competence in: Board Governance and Staff/Donor Relations, Strengthening Fiscal Performance and Program Viability, Leading others in Strategy and Mission, and Effective Operational Oversight.
- Operate as (unless duly appointing a strategic individual), the primary member-facing representative at all critical donor gatherings and high-influence network functions.

Key Relationships to develop: Board President, Executive Committee, Senior Program Director and Board Committee Leads.

Key Expectations for new Executive Director:

In the first 90 Days you will...

- Learn Camp Michawana including: Team Members, Team Structure including volunteers, Communication Processes, Programs, Building and Grounds.
- Connect with the 10-20 key contributors (volunteers, employees, donors, etc) to begin building relationships and insight.
- Develop comprehensive understanding of the full operations of Camp.

In the first 6 months you will...

- Help create and begin to execute on the 2, 5, and 10-year strategic plan for Camp, in cooperation with Board Executive Committee, Key Staff and Donors,
- Establish consistent personal contact with all high-level donors, volunteers, and partners.
- Continue to develop a comprehensive understanding of the full operations of Camp.

In the first year you will...

- Recommend and begin execution on an internal and external communications plan and structure (Team Meetings, Discipleship, Coaching Sessions, Mission/Vision/Values Communications, Stakeholder Communications, Volunteer Communications).
- Perform all reviews of Key Camp staff. Oversee and initiate Staff Development plan (professional and spiritual).
- Establish trust and operate as the spiritual leader of a fine-tuned camp organization that is efficiently and effectively carrying out its mission, values, and purpose.

First-year Compensation: \$51,000 to \$75,000 (depending on experience) + housing

Health Benefits: Medical / Dental / Eye / Retirement Plan

Expected Off-Season Travel for this role: In the off-summer months, travel can be expected throughout Michigan and Midwest states for church visits, recruitment of staff, and donor visits. Overnight travel is not normally required, but may be expected to make some extended trips in the off-season to meet with partners, donors, churches, etc. Mileage and expenses are reimbursed for all required travel.

Basic Role Qualifications:

- BA/BS from an accredited college or university in business, outdoor education, non-profit management or related field, or equivalent experience required.
- Minimum of three years of experience in camp/recreational business operations, growth and development, community involvement, relationship building, program/business line development, associate selection, supervision and development, and day-to-day enterprise management preferred. A minimum of two years of experience in senior leadership at an accredited overnight camp program is strongly preferred.
- Demonstrated, progressively complex programming and management experience in an outdoor residential environment.
- Demonstrated skills in supervision, team-building, people-motivation, organizational systems, camping program development, and financial management.
- Demonstrated skills in customer service, large and small group communications, leadership, and group work with adults, teens, and children.
- Certifications: CPR/AED and Basic First Aid (required). Training can be provided upon hiring, and must be obtained within 90 days. Higher levels of certification are accepted.
- Strong understanding of fiscal management and financial development (including annual fundraising campaigns, capital development, and/or planned giving).
- Ability to quickly build rapport and develop deep and effective relationships with members, volunteers, program prospects, and others to achieve goals.
- Self-driven and goal-oriented with the ability to set effective team and individual goals and take ownership for results.
- Demonstrated ability to multi-task and adapt to changing contexts and priorities.
- Strong analytical and critical-thinking skills with the ability to identify and leverage relevant data to use in planning and decision-making.
- Ability to understand, adapt to, interact, and demonstrate influence with diverse people, teams, perspectives, and cultures.
- Valid driver's license required for local and regional travel.

Camp Michawana is an Equal Employment Opportunity ("EEO") Employer. It has been and will continue to be a fundamental policy of Camp not to discriminate on the basis of race, color, gender, age, national origin, veteran or military status, disability, medical condition, or other characteristic prohibited by federal, state and/or local laws and in accordance to our by-laws and protected legal classification as a non-exempt religious 501-c(3) organization. This policy applies to all aspects of employment, including hiring, promotion, demotion, compensation, training, working conditions, transfer, job assignments, benefits, layoff, and termination.