



EXECUTIVE DIRECTOR PROFILE

Episcopal Camps and Conference Centers, Inc.

The mission of Episcopal Camps & Conference Centers is to sustain and enhance the ministry of all camps and conference centers of the Episcopal Church.

The Opportunity

In the simplest terms, the Episcopal Camps and Conference Centers association (ECCC) advocates for and supports the 86+ Episcopal camp and conference centers located in the nine provinces of the Episcopal Church. Camp and conference ministry plays an increasingly vital role in the Episcopal Church, creating as Presiding Bishop Michael Curry likes to describe: “Centers of Monastic formation for all ages.”

Working in tandem with an eight-member Board of Directors, a geographically diverse and enthusiastic membership community, and committed church leadership, this role will build on the successful work of previous staff and lead the organization to even greater visibility, impact and sustainability.



To reach its aspirations, ECCC seeks a leader who is authentically excited about its mission and who can recognize and fully realize the spectrum of immediate and long-term opportunities for camp and conference ministry. The Executive Director will bring the presence, gravitas, and charisma required to represent the organization in a manner that compels financial and philanthropic support, a desire to explore and forge new partnerships, and established credibility as a leader and ministry advocate.



Fundamentally, this individual will bring a passion for camp and conference ministry and/or tangential professional experience in managing an initiative of similar complexity and scope. Key mandates for the Executive Director include:

1. Nurturing professional growth and development of current and future camp and conference center leaders.
2. Fostering excellence in the operation and services of member centers.
3. Strengthening the network of communication, collegiality, and support among leaders of centers.
4. Advocating for camp and conference ministry within the wider Church.
5. Maintaining a collaborative and healthy relationship with the Board of Directors.

The Organization

Episcopal Camps & Conference Centers, Inc. (www.episcopalccc.org) is a network of 86 sites and over 100 programs of camping and retreat ministries and conference center facilities in the Episcopal Church. Through community building, education, and advocacy, ECCC supports and sustains transformative programs and places.

Based upon the current Strategic Plan, ECCC seeks to:

- # MODEL radical hospitality by training, supporting, and encouraging our centers to offer programs that embrace economic, racial, and identity diversity.
- # CREATE pathways to identify and form diverse leaders, both at our centers and within our organization.
- # ASSIST centers and programs create and develop sustainable models of operations.
- # ADVOCATE for camping, conference and retreat ministries and initiatives by exploring and leveraging intentional partnerships with industry leaders and throughout The Episcopal Church.
- # PROVIDE high-quality professional development opportunities through gatherings, colleague support, and mentoring.

The Responsibilities

- 1) Cultivate and secure the financial resources necessary to ensure the sustainability and success of ECCC; the individual will lead and manage the organization with an acute sense of balancing both its mission and fiscal health.
- 2) Bring a passion for the mission of ECCC and actively inspire others about Episcopal camp and conference ministry.
- 3) Serve as a dynamic public face of the organization – overseeing and promoting relationships with a broad spectrum of stakeholders (including the Episcopal Church, individual Episcopal camp and conference center leaders, Church Pension Group, ACA, Outdoor Ministry groups, vendors, etc.).
- 4) Recruit, equip, and empower a talented staff to maximize organizational capacity. This individual will lead the organization with maturity and grace and provide opportunities for ECCC staff to grow and develop.
- 5) Actively communicate and collaborate with the Board of Directors to ensure the ultimate success of ECCC.
- 6) Work closely with the Board of Directors, staff, and community to advance the vision for programmatic growth and organizational excellence per ECCC's strategic plan.



The Candidate

Assets being sought in the Executive Director include:

- # An authentic passion and understanding of camping and conference centers' ministries
- # Experience in and familiarity with fundraising
- # Experience with non-profit administration and/or role of Executive Director
- # A high level of personal and professional credibility
- # Courage and tenacity in approaching new projects and opportunities
- # Effectiveness as a dynamic spokesperson for ECCC; excellent oral and written communication skills and a high level of emotional intelligence
- # Diplomacy and maturity in interfacing with the ECCC membership, The Episcopal Church and its staff and partners, donors, ECCC staff, and board of directors
- # Demonstrated ability to build and cultivate relationships expanding ECCC's visibility among partner organizations
- # Ability to strengthen the financial stability of ECCC through the sustaining membership, cultivation of donors, and visioning council through special appeals
- # Demonstrated ability to seek grants and maintain relationships with grantors
- # Familiarity with interacting with a non-profit board
- # Familiarity with budgeting, financial concepts, accounting processes used in business, and overseeing organizational finances
- # Experience in building and leading a staff, and promoting a strong organizational culture
- # ECCC is an Episcopal Church affiliate and as such, candidates should embrace working in an Episcopal Church environment.
- # Bachelor's degree or equivalent experience preferred

Office Location, Salary and Benefits

- # Expectation that the Executive Director work remotely
- # Travel is expected and varies throughout the year
- # Exempt position includes \$48,000 salary, pension, vacation, and medical insurance
- # Position reports to ECCC Board of Directors

For potential consideration, please send your resume and cover letter to the ECCC Board President, Eleanor Reeves, at eleanor@beckwithal.com or call (251) 928-7844. ECCC is an equal opportunity employer. Women and people of color are encouraged to apply.

