



EXECUTIVE DIRECTOR

CLARKSVILLE, OH

ABOUT THE ORGANIZATION

Camp Joy, located in Clarksville, OH, has been a leading provider of outdoor education and adventure experiences for over 87 years. Camp Joy offers a wide range of programs for campers of all ages, including underserved children, youth experiencing foster care, children with special medical needs and corporate teams with a customized outcome focused experiential education program. From overnight camp experiences, outdoor adventures, and team-building activities to environmental education, Camp Joy provides a nurturing and inclusive environment where all can thrive.

Camp Joy was founded in 1937 and is located on 317 acres in Clarksville, Ohio, about 40 miles northeast of downtown Cincinnati and about 40 miles southeast of Dayton. Today Camp Joy and its employees transform thousands of lives annually through its unique experiential programs:

- **Camps** provide unique, hands-on outdoor experiences for underserved youth and families from low-income and foster homes. Camp Joy also serves youth with dealing with serious medical conditions or who are grieving the loss of a family member.
- **Venture Out!** at Camp Joy is the regional choice for businesses, organizations and universities that want to strengthen teams and develop leaders through outdoor education experiences.
- **Outdoor School Programs** seek to improve student confidence and provide the opportunity to apply classroom knowledge to the outside world. The program focuses on environmental awareness, cultural history and adventure.



THE OPPORTUNITY

Camp Joy's mission is to help people grow and succeed through life-long experience-based learning.

- Are you passionate about serving children and adults through the power of experiential learning and outdoor education, and making a difference in the lives of underserved youth?
- Do you enjoy networking and partnering with leaders from the business, educational, and non-profit communities?
- Can you collaborate and develop strategy with a committed and talented Board of Directors?
- Are you ready to lead a passionate team and organization into its next chapter of growth and success?

Camp Joy is hiring an **Executive Director** to report to the Board and lead the organization to fulfill its mission and ensure continued financial health.



WHAT YOU'LL BE DOING

Reporting to the Board of Directors, the Executive Director has oversight of approximately a \$4.0m budget, a team of 5 direct reports, 36 full-time employees and additional seasonal staff and volunteers. The Executive Director is responsible for:

- **Culture** – Model the “Camp Joy Way”: a culture of service, safety, passion and positivity, relationship-building, accountability and communication focused on successfully delivering Camp Joy's mission. Inspire, facilitate, and navigate new realities that impact Joy vision, strategy, and move the organization forward.
- **Leadership** – Provide effective and successful direction, oversight, and management of the direct reports and teams at Camp Joy.
- **Vision** – Establish a consensus-built vision for Camp Joy and successfully execute the priorities illustrating and delivering the vision to a reality.
- **Community Relationships** – Represent Camp Joy to all stakeholders, including the board, donors, clients, vendors, local government, affiliated groups and associations, and the community at large. Work with the leadership team to cultivate new and existing partnerships in the community.
- **Strategy Development + Implementation** – Successfully implement consensus-built innovative/creative strategies that ensure organizational longevity and maximize community impact.
- **Financial Performance** – Develop annual program plan, including operating and capital budgets, that details program revenues, expenses, resource allocation, and investment in mission-driven programs. Ensure Camp Joy's short and long-term financial health by managing program revenues and margin in alignment with annual program and long-term strategic plans, managing cash flow, and implementing corrective actions to variances.
- **Fundraising** – Develop and articulate Camp Joy's vision for future growth and investment. Work with the philanthropy team under the leadership of the Director of Philanthropy to develop donor relationships and make strategic donor asks. Invest fundraised dollars in mission-driven programs, facilities upkeep, and the endowment to ensure the highest return on donor investments and long-term financial viability of Camp Joy.

WHAT YOU'LL BE DOING CONTINUED

- **Fundraising** – Develop and articulate Camp Joy’s vision for future growth and investment. Work with the philanthropy team under the leadership of the Director of Philanthropy to develop donor relationships and make strategic donor asks. Invest fundraised dollars in mission-driven programs, facilities upkeep, and the endowment to ensure the highest return on donor investments and long-term financial viability of Camp Joy.
- **Human Resources/Staff Development** – Maintain and enhance as needed an efficient organizational structure, ensure compliance with all applicable state and federal regulations, protect organizational assets, and develop a well-trained, empowered and engaged staff team.
- **Sales/Client Management** – Oversee Camp Joy’s Sales Director to grow program revenue, build sales pipeline, and maintain unbreakable relationships with client and program partners.
- **Program Impact** – Support experiential education programs that meet partner objectives and are responsive to market demand for experiential learning. Oversee program director to ensure Camp Joy delivers high-impact client-centered programs by knowledgeable, well-trained staff.
- **Board Development** – Work with the Executive Committee to recruit and engage Board members to support Camp Joy through strategic and philanthropic activities.
- **Operations and Physical Assets** – Oversee operations to ensure Camp Joy sets the standard for excellence in safety, facilities management, guest services operations. Ensure the physical assets of Camp Joy are safe, efficiently utilized, well-maintained, and protected. Oversee annual capital and long-term site plans and work with the Director of Philanthropy for capital fundraising needs.





IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Applicants must have a 4-year college degree with significant supervisory/leadership experience or related experience.
- Experience and knowledge of leading an organization.
- Familiar with the concepts of experiential education, camp, and outdoor education.
- Applicant must be organized, outgoing, service oriented, have excellent communication skills, ability to manage, and strong attention to detail.
- Experience working in a computerized office environment with a team orientation and multi-functional responsibilities.
- Strong computer competency with experience in Microsoft software applications.
- Applicant must have a valid driver's license and be insurable under Camp Joy's policy.

KEY PERSONAL ATTRIBUTES

- Connect easily across a broad spectrum of constituents including campers, donors, the community, and the Camp Joy Team.
- Demonstrated leadership through successful outcomes and positive community relations.
- Creative/Innovative-not satisfied with "we did it this way."
- Can articulate a vision and execute on it.

THE PAYOFF

The successful leader will lead the organization into the future, capitalizing on the great legacy of Camp Joy while implementing new ideas.

- Work with a dedicated staff and scores of passionate volunteers.
- Make a difference in the community with children, families, and area businesses.
- Go to camp every day!



LEARN MORE & APPLY

This role requires you to be on location at Camp Joy in Clarksville when you are not working on behalf of Camp Joy in the community.

To apply please send your resume and a brief cover letter to: **Michele Plessinger** or **Scott Hirko**. [APPLY ONLINE.](#)



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