

CAMP STEVENS



EXECUTIVE DIRECTOR
APPLICANT INFORMATION



History of Camp Stevens

Camp Stevens has been serving young people and communities for nearly a century. What began in the 1930s as Episcopal youth camping trips in Southern California eventually grew into a permanent camp near San Diego. After an early campsite was destroyed by wildfire, supporters purchased the current property in the early 1950s and rebuilt the program there. Over the following decades, Camp Stevens added cabins, retreat lodges, meeting spaces, a dining hall, pool, outdoor chapel, and other facilities to support both summer camp and year-round programming.

Today, Camp Stevens is more than a traditional summer camp. Its programs have expanded to include environmental education, team-building and challenge courses, family programs, retreats, organic gardening, and wilderness experiences. The organization has also worked intentionally to preserve the natural setting around camp, purchasing neighboring land to protect open space and create additional opportunities for hiking, exploration, and outdoor adventure. Camp Stevens is committed to Episcopal identity, community, outdoor education, hospitality, and stewardship of the land.

Core Values



Openness

We celebrate diversity and welcome all to our table to listen to and learn from one another.



Connection

We challenge all who experience this peaceful place apart to reconnect with themselves and connect meaningfully with one another, the natural world, and the Divine.



Gratitude

We believe that gratitude toward one another, the natural world, and God is the foundation upon which humans build a healthier, more sustainable, and loving world.



Wonder

We believe that a sense of wonder transforms adults and children alike, renewing joy, excitement, and mystery in the world we live in.

We acknowledge that Camp Stevens resides upon a traditional, unceded land that carries the footsteps of millennia of Kumeyaay people. They are a people whose traditional lifeways intertwine with a worldview of earth and sky in a community of living beings. Camp Stevens aims to nurture relationships with local Kumeyaay elders and continue to collaborate, support, and uplift these communities that are connected within our local region.



Setting The Stage

Camp Steven's mission is rooted in the Episcopal Church's central commitment to striving for justice and peace among all people and to respecting the dignity of every human being. A deep commitment to creating a community where people from diverse backgrounds, identities, and experiences are genuinely welcomed and valued is a cornerstone of the organization. This commitment includes the full inclusion and affirmation of LGBTQIA+ individuals, as well as ongoing anti-racism and accessibility work, and reflects the organization's vision of cultivating a world of wholehearted belonging. It is not simply a statement of values. It shapes the relationships, programs, and daily life at camp.

Looking ahead, Camp Stevens is building on a solid foundation. Recent investments in facilities, a growing culture of philanthropy, and ongoing organizational planning have positioned the organization to continue strengthening its ministry while remaining rooted in the values and community that have defined Camp Stevens for generations.



The Opportunity

The Board of Advisors, empowered by the Dioceses of Los Angeles and San Diego, is seeking an Executive Director who will guide Camp Stevens through its next chapter.

Over the next several years, the organization will continue investing in its facilities, strengthening financial sustainability, expanding relationships with partners, and carrying forward the priorities identified through strategic planning.

This is an opportunity to lead an organization that knows who it is and is thoughtfully preparing to launch into what's next.

Key Information

Current Organizational Priorities

Current planning efforts have focused on four broad areas:

- Cultivating a deep culture of belonging throughout every aspect of Camp Stevens.
- Strengthening long-term financial sustainability.
- Investing in safe, sustainable facilities and infrastructure.
- Building relationships and organizational capacity that will support future planning and growth.

These priorities have provided direction for the organization's work in recent years and set a foundation from which to continue expanding the impact of the ministry.

Operations At A Glance

Location: Julian, California

Founded: 1952

Site: 250+ acres, 120 year-round beds

Annual Operating Budget:

Approximately \$1.4 million

Annual User Days: Approximately 7,000

Primary Programs

- Summer Camp
- Family Camp
- Retreats
- Outdoor Education

Governance and Beyond

- Guided by the Camp Stevens Board of Advisors
- Owned by and serving in partnership with the Episcopal Dioceses of Los Angeles and San Diego and beyond



Job Description

Guided by its vision of "A world of wholehearted belonging," Camp Stevens welcomes people of all backgrounds into a community rooted in openness, gratitude, connection, and wonder. As the organization enters an exciting new chapter, the next Executive Director will build upon a strong mission, a committed community, and a clear vision for the future.

Position Summary

The Executive Director serves as the chief executive and public representative of Camp Stevens, providing overall leadership for the organization's mission, staff, operations, finances, and long-term sustainability. Reporting to the Board of Advisors and Diocesan leadership, the Executive Director guides the implementation of Camp Stevens' strategic priorities while fostering a culture of belonging, stewardship, and shared leadership.

This leader honors the distinctive culture of Camp Stevens while helping the organization continue to evolve, balancing mission, financial sustainability, hospitality, and organizational health in service of future generations.

Leadership Philosophy

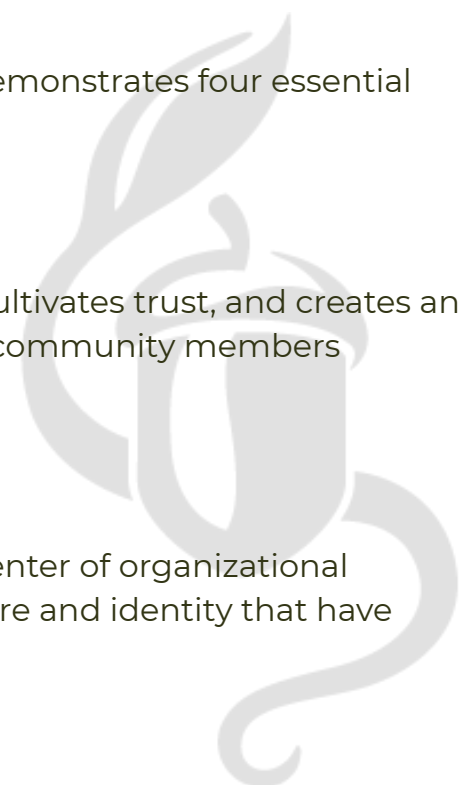
Camp Stevens seeks an Executive Director who demonstrates four essential leadership qualities:

Relational Steward

Builds authentic relationships, develops people, cultivates trust, and creates an environment where staff, volunteers, guests, and community members experience belonging.

Values Leader

Keeps Camp Stevens' mission and values at the center of organizational decision-making while honoring the unique culture and identity that have shaped the organization over generations.



Adaptive Strategist

Leads thoughtfully through change, balances competing priorities, strengthens organizational sustainability, and helps position Camp Stevens for long-term success.

Collaborative Facilitator

Brings people together, encourages shared ownership, develops future leaders, and guides collaborative decision-making with humility, transparency, and respect.

Primary Responsibilities

Leadership & Organizational Culture

- Lead, support, and develop a healthy, engaged year-round staff team.
- Foster a culture that reflects Camp Stevens' Episcopal identity, mission, values, and commitment to belonging.
- Promote collaboration, accountability, professional development, and shared leadership throughout the organization.
- Model integrity, curiosity, and adaptability to achieve goals.
- Active participation in anti-racist work, and consistent engagement with equity and inclusion work.

Mission, Community & External Relationships

- Serve as the primary ambassador and public face of Camp Stevens.
- Cultivate strong relationships with Bishops, diocesan leadership, and individual churches of the Episcopal Dioceses of Los Angeles and San Diego.
- Partner closely with the Board of Advisors to support effective governance and strategic leadership.
- Build meaningful relationships with alumni, donors, volunteers, retreat partners, community organizations, and other stakeholders.
- Represent Camp Stevens within the broader camping, retreat, nonprofit, and Episcopal communities.



Financial Leadership & Fundraising

- Provide overall leadership for the organization's financial health and long-term sustainability.
- Develop annual budgets and oversee responsible financial management in partnership with the Board and the Diocese of Los Angeles.
- Foster a culture of philanthropy by building authentic relationships with donors, foundations, and funding partners.
- Support fundraising initiatives, major gifts, grants, and future capital development efforts.
- Strengthen business operations and revenue strategies while ensuring decisions remain aligned with Camp Stevens' mission and values.

Strategic & Organizational Leadership

- Lead implementation of Camp Stevens' Strategic Plan and organizational priorities.
- Participate in and facilitate future strategic planning and organizational discernment processes with the Board, staff, and community.
- Encourage thoughtful innovation while honoring the organization's mission and distinctive culture.
- Strengthen organizational systems, leadership capacity, and long-term sustainability.

Operations & Stewardship

- Provide executive oversight for programs, hospitality, facilities, risk management, and organizational operations.
- Ensure compliance with applicable legal, financial, employment, and accreditation requirements.
- Promote operational excellence while maintaining Camp Stevens' welcoming, mission-centered guest experience.

Presence in Camp Life

- Maintain a visible, approachable presence throughout the life of Camp Stevens.
- Participate actively in camp programs, retreats, worship services, and organizational traditions.
- Model shared leadership by participating alongside staff, volunteers, chaplains, guests, and campers in the life of the camp.



Desired Experience & Qualifications

The strongest candidates will bring many of the following experiences and qualities:

- Demonstrated success leading a nonprofit, camp, retreat center, educational organization, ministry, or similarly mission-driven enterprise.
- Appreciation for the mission of Camp Stevens and enthusiasm for supporting its Episcopal identity and commitment to belonging.
- Proven ability to build healthy organizational culture and develop effective teams.
- Experience with nonprofit financial management, budgeting, and organizational sustainability.
- Success cultivating donors, strengthening philanthropic relationships, and supporting fundraising initiatives.
- Strong relationship-building skills with boards, church and community partners, volunteers, and diverse stakeholder groups.
- Strategic thinking and the ability to guide organizations through planning, growth, and change.
- Excellent communication and interpersonal skills.
- Experience within camping, outdoor education, retreat ministry, hospitality, faith-based organizations, or related fields is welcomed but not required.

Don't meet every single requirement? Studies have shown that women and people of color are less likely to apply to jobs unless they meet every single qualification. At Camp Stevens, we are dedicated to building a diverse, inclusive, and authentic workplace, so if you're excited about this role but your past experiences don't align perfectly, we encourage you to apply anyways. You may be just the right candidate for this position.

Compensation & Benefits Summary

- Salary Range: \$75,000-\$80,000 annually
- Benefits
 - Health Insurance
 - Generous and flexible PTO
 - Meals when provided to campers and guests
- Private 3 bedroom home on camp property



How To Apply

Does this sound like an opportunity you want to explore? We want to hear from you. To apply, please send your resume including contact information for three references to:

stevens@kaleidoscopeinc.com

Questions can be addressed to the email above. Please do not call the camp office.

The Camp Stevens Search Committee is partnering with Kaleidoscope, inc, to conduct this search. Kaleidoscope is a consulting firm specializing in camps and retreat centers, providing services that help organizations thrive.

