



**THE 360 GROUP**  
— EXPECT THE UNEXPECTED —

# Camp Boggy Creek

## Chief Executive Officer

### Position Description & Candidate Profile

# Chief Executive Officer

## Location

Eustis, FL (must live in the Orlando region, some travel required)

## Reports to

Board of Directors

## Our Client

Now approaching its 30<sup>th</sup> anniversary, Camp Boggy Creek (CBC) serves children aged 7 to 16 who have serious health challenges or medical illnesses, by providing unique, life-changing camp experiences where safety, care, respect, love, and joy come together to enrich their lives.

Campers experience the transformational spirit of Camp when, with others who have similar health challenges or illnesses, they share feelings of acceptance, camaraderie, friendship, fun and adventure in a joyful, safe, natural setting with an abundance of recreational facilities, committed staff and counselors, and unobtrusive medical care and support - all on Camp Boggy Creek's campus and at no cost to the campers or their families. Equally important for many campers who have never experienced time away from their families is the compassion, comfort, support and love that counselors, staff, medical personnel and volunteers offer to all the children.

In 1988, actor and philanthropist Paul Newman established The Hole in the Wall Gang Camp in Ashford, Connecticut, beginning the physical realization of his vision to support children with health challenges. Beyond the boundless summer camp fun enjoyed each year by countless children from all walks of life, Paul Newman's visionary camps serve as a powerful message and daily reminder to his campers that they are not alone. At Camp, campers develop fellowship, friendships, and most importantly, a sense of hope for their own futures.

In 1996, Paul Newman and General H. Norman Schwarzkopf co-founded Camp Boggy Creek, the third camp of what is now a 16-member network of SeriousFun camps throughout the United States, with additional affiliated programs around the world. Through its unwavering commitment to quality camp programs with a focus

on specific standards of excellence regarding health, safety and risk management, CBC has earned accreditation from the American Camp Association.

Since its founding, CBC has enabled more than 90,000 children and their families to enjoy a camp experience in a safe, medically sound, “summer camp” environment. At CBC, the staff and volunteers of CBC assume responsibility for the care, safety, health, and well-being of all CBC’s campers.

As a year-round retreat, CBC can serve thousands of campers through activity-packed weekly and family weekend programs. With an annual operating budget of approximately \$4.5 million, CBC owns and manages a 232-acre campus consisting of 45 buildings, including 16 camper cabins, a medical center, dining hall, swimming pool, horse stable, nature barn, sports and recreation center, arts and crafts center, and a theater.

Learn more about Camp Boggy Creek and its mission and facilities at <https://www.boggycreek.org!>

### Position Responsibilities

The CEO is the public face of CBC, is its chief fund-raiser and spokesperson, and is responsible for overall administration and management of CBC. Reporting to the Board of Directors and working closely with the senior management team, the CEO is responsible for the implementation and achievement of mission, vision, annual goals, and strategic and risk management plans. The CEO also provides oversight of CBC’s annual budgeting process, its endowment, and external relations, as well as evaluation of programs, facilities, fiscal integrity and performance. In addition, the CEO will ensure that all staff are encouraged and supported to achieve excellence and success as a team, paying close attention to individuals’ personal growth and job satisfaction.

The CEO position reports to the Board of Directors and works closely with the Chair of the Board, its officers, and members to fulfill the mission, goals and objectives of CBC, and to ensure best governance practices.

More specifically, the new CEO will:

*Leadership and Management*

- Develop, refine and communicate a long-term vision for CBC that inspires and motivates staff, board, donors, partners and volunteers
- Provide caring and ambitious leadership that fosters trust, cohesion, inclusion, collaboration, and high morale; empower a talented team; and, encourage professional development and growth across the staff
- Provide guidance to encourage innovation and continuous growth and improvement – and foster a healthy organizational culture with clear performance expectations
- Ensure ongoing programmatic excellence and monitor program effectiveness
- Demonstrate accessible, open, transparent and accountable leadership to all stakeholders

*Development and Communications*

- Spearhead efforts to raise contributed revenue for the organization, working closely with the Chief Development Officer (CDO) to create a comprehensive annual fundraising plan and establish capital and strategic campaign plans and initiatives
- Develop and steward a portfolio of major donors, cultivating long-term donor relationships to solicit and secure major gifts
- In collaboration with the CDO, Board Development Committee, and Board, identify new opportunities to enhance generation of contributed and earned revenue
- Maintain and enhance CBC's well-earned reputation for the care of children to parents, hospitals and the medical community, partners, donors and the broader community
- Play a lead role in internal and outside crisis management and communications

*Strategic Planning*

- Actively engage the Board, staff, and other constituents in launching and facilitating a strategic planning process
- Oversee the creation, implementation and execution of the strategic plan's goals, objectives, and tactics, refining as needed to meet evolving conditions

### *Governance*

- Partner closely with the Board to fulfill its governance function by serving as a resource and facilitator to Board Committees and providing support to the Executive Committee and Chair
- Facilitate the development of a Board Member Profile and the identification, vetting, recruiting and orientation of new Board Members
- Provide support to the Board on key governance issues and manage governance documents

### *Financial Performance*

- Ensure fiscal management and sustainability of CBC and, in conjunction with the Finance Committee, oversee budget processes and recommendations made to Board of Directors
- In conjunction with the CBC COO, ensure appropriate resource utilization and maintain a positive financial position; oversee implementation of sound internal controls, monitoring, and accepted accounting practices to effectively manage the Camp's resources as directed by the Board and in accordance with current laws and regulations; and, ensure a process is in place for an independent annual audit

### *Administration and Human Resources*

- Collaborate with legal counsel regarding any business and risk management
- In conjunction with the Camp COO, ensure compliance with all external regulations, 501(c)(3) requirements, and nonprofit standards and best practices; ensure the human resources function of the organization is implemented according to approved policies, procedures, and current laws and regulations
- Encourage and support professional growth and development of staff and ensure a process is in place for performance assessment and evaluation

## **Profile of the Successful Candidate**

Camp Boggy Creek's next CEO will be a steadfast leader who is passionate about the organization's purpose to joyfully serve chronically or seriously ill children and their families. Additionally, a true commitment to drive a trusting, collaborative culture that facilitates broad stakeholder ownership of the organization's successes will be valued. CBC will welcome a well-respected leader who is familiar with resource allocation and managing a complex enterprise with operating large-scale physical facilities. The new CEO will have the capacity to manage risk and know

when to initiate change as needs and circumstances develop. The successful candidate will possess proven leadership with a track record of relationship management, strategic fundraising, financial stewardship, staff development, and good governance. The successful candidate will also demonstrate strong alignment with CBC's values, combined with outstanding personal and professional integrity.

More specifically, Camp Boggy Creek seeks a professional who possesses the following:

- A passion for the mission and vision of CBC to provide life-changing, joyful experiences for children with serious medical illnesses or conditions that will assist their growth and development and will inspire and provide hope in their lives
- Deep and authentic commitment to all campers and staff, as evidenced by one's personal and professional disposition
- Substantial experience in senior leadership of a nonprofit or corporate role focused on revenue generation and financial management
- Exceptional management skills, with an understanding of governance and management issues, and how to be an effective leader of both
- A strong record of effective management of external relations and fundraising, including successfully attracting and closing major gifts from individuals, corporations, and foundations
- Exceptional written and verbal communication skills, and the ability to articulate CBC's mission and vision and what differentiates CBC from other nonprofits
- Demonstrated ability to coach and manage individuals, develop high-performance teams, and unify staff
- Ability to inspire, lead and transform a culture that lifts and empowers staff, volunteers, partners, donors and stakeholders
- Action-oriented, adaptable, and innovative in their approach to strategic planning and implementation
- Excellent judgment and negotiation skills, with an eye toward translating strategy into relationships and results
- A flexible approach to strategy and execution, with the ability to identify and implement necessary adjustments as needed
- Ability to strategize and plan for sustainable growth while maintaining the core values and mission of CBC by balancing mission needs with revenue goals

- A bachelor's degree is required; a master's degree or substantial experience in non-profit management, business administration, healthcare or related fields will be preferred

### Start Timeframe

We seek to have someone in place in Fall 2025.

### Compensation

This position offers a competitive salary range of \$225,000 to \$260,000 and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

### To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal>

Applications should be directed to the attention of Monica Rodgers, Senior Consultant or Melissa Ulum, Of Counsel. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

*At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.*

**Learn more about The 360 Group at [the360group.us](https://the360group.us).**