

Executive Camp Director

Fleur de Lis Camp | Hybrid & Fitzwilliam, NH | Year-Round

Background

Fleur de Lis Camp is a nonprofit, overnight summer camp for girls ages 8-15 located in the Monadnock region of New Hampshire, along Laurel Lake in Fitzwilliam. Founded in 1929, Fleur de Lis is home to 100 campers per week during the summer with sessions ranging from 1 to 7 weeks.

Position Overview

The Executive Camp Director (ED) is responsible for managing all aspects of the nonprofit organization, inclusive of camp. This person will be a steward of Fleur de Lis's cherished generational traditions and will be a champion of the future, having a meaningful impact on the organization's evolution and future growth.

This is a full-time, year-round position based at camp in Fitzwilliam, NH during the summer months and hybrid in the New England area throughout the year. Summer housing is provided, with the opportunity to live at camp year-round if so desired. **Compensation is \$90K-\$100K with the opportunity for performance based incentives.**

This is an executive-level position that requires a proven track record of people leadership and a deep knowledge of both the nonprofit sector and camp industry. The primary focus areas of this role are **Business Management & Operations, Staff Management, Recruitment & Retention, and Change Management.** In addition, this position will lead development and fundraising to support capital projects and the camp's scholarship program.

Reporting to the organization's Board of Directors, the ED will work closely with the Board to build a strategic plan to increase camper enrollment and ensure long-term financial stability. The ED will meet with the Board regularly to report on key metrics related to financial performance, enrollment, staff recruitment, and operations.

What You'll Do

Business Management

- **Strategic Planning & Revenue Growth:** Partner with the Board to develop strategic plans, identify new revenue opportunities, and ensure long-term financial stability.



- **Financial Oversight & Budget Management:** Develop and manage the annual camp budget, ensuring sound financial and accounting practices. Demonstrate operational discipline to rigorously manage the P&L.
- **Operational Management:** Oversee core business functions, including HR, payroll, vendor management, office operations, insurance, and database management.
- **Professional Partnerships:** Manage relationships with camp accountant, attorney, food service vendor, and insurance agent.
- **Regulatory Compliance & Risk Management:** Meticulously manage compliance requirements of federal, state, local and ACA agencies to ensure constant good standing. Implement robust risk management strategies.
- **Board Liaison & Reporting:** Serve on Board committees, act as a liaison between the Board and employees, and provide regular updates and reports on key metrics including financial performance, enrollment, event outcomes, and risk assessments.

Staff Management

- **People Leadership:** Directly supervise 2 full time staff members (Assistant Director and Facilities Manager) and 45 seasonal staff.
- **Recruitment & Onboarding:** Lead the recruitment, hiring, and onboarding processes for year-round and seasonal staff, ensuring clear role definitions and issuing all necessary employment documents.
- **Staff Training & Development:** Develop and implement comprehensive training programs to equip staff with the skills and knowledge needed for successful camp operations.
- **Performance Management & Coaching:** Provide ongoing performance management, coaching, and development opportunities to all staff, addressing performance issues as needed.
- **Communication:** Host regular staff meetings with key leadership members to ensure effective communication and collaboration.

Camper Recruitment & Retention

- **Financial Enrollment Targets:** Achieve 100% camper enrollment, including a balanced mix of fully paid and tuition assisted campers.
- **Camper Enrollment Strategy:** Develop and oversee a comprehensive camper enrollment strategy to achieve full camp capacity (100-115 campers per session week), working closely with the Assistant Director.
- **Recruitment & Retention Planning:** Direct the creation and implementation of recruitment and retention plans, utilizing various methods including home visits, camp fairs, marketing materials, social media, and alumnae engagement.
- **Marketing & Outreach:** Oversee marketing efforts and family outreach initiatives, expanding the camp's reach throughout New England and nationwide to attract diverse camper pools.



- **Program Support:** Support [Circle of Fleur de Lis](#) Directors in their recruitment efforts to ensure program success.

Change Management

- **Program Evolution:** Proactively identify and implement contemporary trends in camping and youth development to modernize camp programs, operations, and policies, ensuring alignment with evolving camper needs and industry standards.
- **Cultural Guardianship:** Carefully evaluate and honor Fleur de Lis's rich heritage, while thoughtfully evolving traditions to align with camp's core values and vision, ensuring a vibrant, equitable, respectful and inclusive culture.
- **Alumni Engagement:** Maintain Fleur de Lis's core values and mission, and foster strong alumni engagement, while strategically positioning Fleur de Lis for the next 125 years of impact and growth.

Who You Are

You are a passionate and collaborative leader. You are a dynamic and entrepreneurial leader who fosters a positive and safe environment, empowering your team through clear communication and a deep commitment to the camp's mission and traditions. You champion the camp's impact.

You believe in the power of camp. You understand the inner-workings of camp. You know firsthand the value and impact camp provides. You have a passion for strengthening culture and building inclusive communities.

You are guided by values. Your actions are deeply rooted in your personal principles. You believe in doing things the right way with accountability, humility, and integrity. Partnership, collaboration, and creativity are at the heart of your work.

You take ownership. You demonstrate strong business acumen, effectively managing camp operations, finances, and resources to achieve strategic goals and ensure the camp's sustained prosperity. You lead by example.

Qualifications

- 3-5+ years of proven year-round people management experience, with a history of progressive leadership roles, within a nonprofit or camp setting. Prior residential camp experience is preferred.
- Minimum age is 25 (ACA Requirement)
- Experience with business operations & administration required.
- Proven track record in fundraising / nonprofit development preferred.
- Ability to live on premises during the camp season and to travel frequently in New England during the off season, as well as to UK/EU for staff recruiting purposes.



About Fleur de Lis Camp

Founded in 1929 by a visionary group of women from a service organization, Fleur de Lis has evolved from its original Christian roots to embrace a diverse community of all faiths and traditions. Fleur de Lis Camp's mission is to promote the well-being of girls and young women socially, educationally, and physically, fostering self-sufficiency, leadership, and citizenship in a safe, nurturing, and inclusive environment, while striving to make their program affordable to all.

Fleur de Lis is guided by the core values of **gratitude, inclusion, service, and respect**. Throughout its history, the camp has championed diversity and inclusion across race, religion, and ethnic heritage, creating a welcoming and supportive community for all. The camp is dedicated to providing a safe, natural environment that encourages personal growth and helps each girl reach her full potential, emphasizing friendship, mentoring, positive example, and challenges tailored to individual needs.

Each August, Fleur de Lis extends its impact through two unique programs: [Circle of Fleur de Lis](#), a free, volunteer-led, one-week residential program supporting girls who have experienced the death of a parent, and Big and Little, a weekend program for pre-camp-age girls accompanied by an adult.

Our Commitment to Inclusion

Fleur de Lis affirms its responsibilities and obligation as a nonprofit, non-partisan organization serving the welfare of girls and young women. Fleur de Lis is a place where all feel included, empowered and that they belong. Differences are embraced, appreciated, and celebrated. We provide a safe environment for self-discovery, exploration and development while modeling a broad and diverse representation of identities. In this spirit we strive to make our program affordable to all. Join us in making a meaningful impact in a welcoming, inclusive environment. We encourage all qualified candidates to apply.

