



Director of Shrine Mont Camps

Job Description

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Organizational Overview

The Episcopal Diocese of Virginia is made up of 173 churches with more than 68,000 members spanning from Northern Virginia to the James River, from the Shenandoah Valley to the Chesapeake Bay. The diocese is committed to discipleship and formation, racial justice and healing, and vocation and call through an inclusive faith that welcomes all on their journey in Christ. Shrine Mont Camps is a key discipleship ministry of the diocese, dedicated to the faith formation of young people, as reflected in its mission statement: “The Diocese of Virginia’s summer camp program at Shrine Mont promotes the emotional and spiritual development of children, youth, and young adults through the fostering of a safe and positive environment for all. It is the goal of this program to encourage the growth of relationships with self, others, and God.”

Position Overview

The full-time director of Shrine Mont Camps leads a comprehensive residential summer camping program in the picturesque Shenandoah Valley. As a member of the bishop’s staff, the director assists the Episcopal Diocese of Virginia to accomplish its mission to “Love Jesus. Embody justice. Be disciples.” The director oversees the development and implementation of multiple individual camp programs serving 400+ campers, each one distinguished by name, unique themes, and age of campers ranging primarily from 7-17 year olds, along with whole families. The director manages the annual summer staff of 50-60 individuals that serve a growing number of campers representing increasingly diverse populations.

Key Responsibilities

Leadership and Vision

- Serve as the primary spokesperson and advocate for Shrine Mont Camps.
- Ensure that all programs, operations, and representatives of Shrine Mont Camps uphold the mission and values of the Episcopal Diocese of Virginia.
- Collaborate closely with the Shrine Mont Camps “architect” team (once established) to uphold the camp vision, implement strategic goals, and strategically communicate the vision broadly across the diocese and beyond.
- Recruit, hire, train, supervise, evaluate, and terminate (as needed) all seasonal staff of Shrine Mont Camps.
- Create a healthy organizational culture, developing and ensuring inclusivity, encouragement, kindness, and reconciliation, where all are welcomed and supported in their personal faith journey.
- Cultivate relationships with individuals, groups, and organizations that continuously expand the network of invested partners committed to supporting the ministry of Shrine Mont Camps.
- Keep up to date on industry trends, standards, and best practices by engaging in regular professional development activities.

Program Management

- Ensure the spiritual formation experiences and camp programs align with the values of The Episcopal Church and the Diocese of Virginia.
- Oversee the creation of developmentally appropriate routines, schedules, and procedures.
- Develop and implement a robust training program for summer staff, empowering all to execute their roles with confidence and excellence.
- Oversee daily camp operations, ensuring all aspects are executed well and in alignment with the camp’s mission and vision. This includes camper and staff supervision, administration, safety, and camp operations.
- Analyze and incorporate stakeholder feedback around their camping experience, resulting in majority and increasingly positive participant satisfaction.

- Communicate and collaborate with Shrine Mont Inc. leadership regarding camp operations and risk management, following all agreements in the partnership covenant.

Administration

- Collaborate with relevant diocesan staff and the Shrine Mont Camps “architect” team to develop and manage the budget for camp operations.
- Employ diverse hiring practices and recruitment strategies that actively seek qualified candidates from underrepresented groups within the diocese, providing additional support or resources where appropriate.
- Ensure sustainable and effective database and registration systems are in place, and proactively managed by administrative staff, resulting in a positive user experience.
- Oversee and monitor crisis and risk management, healthcare procedures, and emergency response plans, ensuring fully trained teams who are equipped to respond with confidence.
- Ensure the camp adheres to and operates within the Safe Church Training guidelines of The Episcopal Church and the Diocese of Virginia.
- Prepare a full summary and evaluation of the ministry at the end of each summer camp season. Based on analysis, include recommendations for the next camp season.
- Develop, implement, and regularly assess an overarching marketing and communications strategy, in collaboration with the diocesan communications staff, for broad amplification and targeted evangelism of Shrine Mont Camps. Each initiative is evaluated based on its effectiveness, evidenced by an increase in camper enrollment and a strategic increase in ministry partners engaged in the ministry.
- Manage and execute a proactive camp planning and implementation timeline for all aspects of the camp experience that expands accessibility to an increasingly growing and diverse audience.
- Attend and support the execution of the annual diocesan convention.
- Other duties as assigned.

Reporting Relationships

The director reports to the diocesan chief of staff until a permanent canon for discipleship is hired (anticipated in late 2025). Seasonal summer camp staff reports to the director. The director is supported by a year-round camp registrar and administrative assistant.

Qualifications

- A practicing Christian, committed to a life of faith
- Dedication and passion for upholding and sharing the values and traditions of the Episcopal Church
- Bachelor’s degree or equivalent professional experience
- Approximately ten years’ direct experience in residential camping ministry or translatable ministry experience working with children, youth, and young adults
- Excellent interpersonal skills with demonstrated ability to build and maintain relationships, and manage complex and diverse teams
- Emotional intelligence in all spaces
- Flexible, creative, and able to work effectively in unstructured environments
- True to our commitment to racial justice and LGBTQIA+ inclusion, people of color and queer-identifying individuals are encouraged to apply

Location

During the “off season” (mid-August to early-June) the director will keep a presence at the diocesan offices in Richmond, Virginia and is required to live onsite at camp during the summer camp season (early-June to mid-August). A private residence on the grounds of camp, managed by Shrine Mont Inc., will be provided at no cost to the director to live in for the summer. Partial remote work from the diocesan offices during the off season can be discussed. The director will travel regularly throughout the diocese and occasionally, outside of the diocese (travel expenses covered).

Compensation

The position is open to lay or ordained candidates. The compensation package will vary according to the candidate’s experience, education, and ordination status, consistent with The Episcopal Church and diocesan policies. The anticipated salary range is \$85,000-95,000 plus generous benefits (medical, prescription, dental, vision, life, and long-term disability insurance, as well as employer contribution to clergy pension or lay retirement plan).