



Position Specification

Executive Director

Our Mission:

Exploring God in Creation.

Growing Faith in Community.

Engaging the World as Followers of Jesus.

September 2026



POSITION SPECIFICATION

Position	Executive Director
Organization	Good Earth Village
Location	Spring Valley, MN
Reporting Relationship	Board of Directors
Website	www.goodearthvillage.org

OPPORTUNITY

Good Earth Village (GEV) is a year-round ministry tucked into the scenic bluff lands of Southeastern Minnesota, about 30 miles south of Rochester, MN. GEV spans over 500 acres of woods, streams, and prairie. A place of peace and play, with spaces for hiking, worship, campfires, reflection, and exploration, GEV offers space for people of all ages to experience God's presence through nature, community, and meaningful connection.

The next Executive Director will lead GEV into the future, focusing on financial development, strategic leadership, and program excellence while ensuring that the camp remains a welcoming and spiritually enriching place for all.

ORGANIZATION BACKGROUND

Good Earth Village is a Christ-centered outdoor ministry and retreat center committed to spiritual formation, hospitality, and connecting people with God's creation. We serve churches, families, and individuals through camps, retreats, and year-round programming that fosters renewal and faith development.

POSITION SUMMARY

The Executive Director (ED) provides visionary leadership and strategic oversight for GEV. The ED is responsible for the overall management of operations, finances, personnel, development, and external relations, ensuring alignment with the mission, values, and strategic goals of GEV. The ED nurtures spiritual growth and community among campers, staff, and volunteers, ensuring that all programs and operations reflect GEV's mission to deepen faith and connection with God's creation.



KEY RESPONSIBILITIES

Organizational Leadership

- Cultivate a welcoming atmosphere of hospitality, faith formation, and community.
- Oversee the development and implementation of strategic plans and policies.
- Ensure risk management and compliance with all legal and safety regulations.
- Represent GEV in the broader church, community, and outdoor ministry network.
- Lead marketing and communications efforts for both internal and external audiences.

Financial Development & Fundraising

- Partner with the Board of Directors to secure resources that support GEV's mission and long-term sustainability.
- Develop and implement strategies for fundraising, including individual gifts, congregational support, annual giving, estate gifts, capital campaigns, grants, corporate sponsorships, fundraising events, and earned income.
- Oversee all financial operations, ensuring compliance with regulations, monitoring cash flow, and providing accurate financial reporting to the Board.

Program Oversight

- Work closely with the Program Director to oversee programming, providing guidance on development, execution, and evaluation of all programs.

Administration & Human Resources

- Administer and coordinate daily operations in alignment with organizational policies and procedures.
- Provide leadership to cultivate an atmosphere of respect, cooperation, and encouragement.
- Maintain ACA accreditation by ensuring compliance with standards, revisions, and updates.
- Oversee staff, including direct reports such as Director of Business Operations and Program Director, providing evaluation, feedback, and professional development opportunities.

Board Relations

- Advise the Board on policy changes, legal compliance, and operational improvements.
- Attend and actively participate in Board and committee meetings as needed, providing reports and updates to support effective governance.
- Collaborate to develop strategic and operational plans.

Church & Community Relations

- Act as the primary ambassador of GEV to congregations, donors, and the public.
- Promote awareness of GEV's mission and broader ministry offerings, including camps, retreats, and year-round programs, while staying informed of trends in outdoor and faith-based programming.
- Strengthen relationships with churches, pastors, and other key stakeholders.



LEADERSHIP ATTRIBUTES DESIRED

The ideal candidate will demonstrate the ability to:

- Lead with a faith-centered vision and a commitment to welcome all people.
- Inspire and motivate staff, volunteers, and donors.
- Develop and execute strategic fundraising initiatives.
- Foster collaborative, respectful, and supportive relationships with staff, volunteers, campers, and stakeholders.
- Manage complex operations, including financial planning and personnel oversight.
- Represent GEV with professionalism, authenticity, and passion for outdoor ministry.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

- Personal commitment to the Christian values, integrity, and service with the ability to model these principles in leadership and community engagement.
- Experience in outdoor ministry or faith-based nonprofit leadership.
- Demonstrated ability to manage organizational finances, including budgeting, cash flow monitoring, and financial forecasting.
- Proven experience in fundraising, including major gifts, annual giving, grants, capital campaigns, and donor cultivation.
- Strong personnel management skills, including hiring, training, evaluation, motivation, and supervision.
- Effective communication and public speaking skills with the ability to represent GEV to diverse audiences.
- Commitment to advancing GEV's mission of spiritual formation, outdoor ministry, and community connection through programs, retreats, and events.
- Knowledge of American Camp Association (ACA) standards is desirable.

EDUCATION

- Bachelor's degree preferred; equivalent professional experience or certification may be considered.

COMPENSATION/BENEFITS

- Annual Salary: \$60,000-80,000 commensurate with experience
- Benefits:
 - Employer-paid health insurance for employee
 - 6% retirement contribution match
 - Life insurance
 - Disability insurance



- Vacation: accrued beginning with 10 days in years 1-2, increasing with continuous service
- Paid Holidays: 9
- Sick Time: Managed according to Minnesota's Earned Sick and Safe Time (ESST) law
- Use of camp vehicle for work related travel
- Meals when prepared for camp guests
- Professional development support
- Housing may be provided or subsidized as part of the compensation package.

Final compensation and benefits will be negotiated at the time of hire.

Application

On behalf of Good Earth Village this search is being led by the consulting firm, GSB Fundraising. Applications will be received until the position is filled. Interested applicants may send resumes and supporting documentation for consideration to the GSB Contact below.

GSB CONTACT

Jennie Wolf Smith

Partner – GSB Fundraising

Telephone: (712) 360-0162

Email: gsbsearchservices@gmail.com

Good Earth Village is committed to a selection process that welcomes all. All applicants are entitled to equal employment opportunity regardless of race, color, religion, gender identity, age, disability, or other protected characteristics. Reasonable accommodations will be made for applicants with disabilities as needed.