



DaySpring Episcopal Camp and Conference Center
Location: Parrish, Florida

Job Title: Director of Camp and Outdoors

Accountability: Reports to the Executive Director. Reporting to the Director are all camp staff, lifeguards, adventure staff, and registrar

Compensation: Salary, individual medical and dental insurance, retirement (10%), occasional meals, on-site housing

OVERVIEW

DaySpring is a part of the Episcopal Diocese of Southwest Florida - a Church called to authentically honor & embrace all differences. DaySpring Episcopal Camp and Conference Center's 97-acre riverside campus offers guests the opportunity to experience outdoor activities, conference facilities, lodging, and our youth/adult programs. Annually serving over 200 retreats, camps, conferences, meetings, and events, DaySpring is a Christian center operated by the Episcopal Church and aimed at providing hospitality for all people. The Director of Camp and Outdoors is responsible for overall leadership of Camp DaySpring, adventure/outdoor staffing and programs, and shares accountability for the successful operation of DaySpring's ministry overall as a senior leader. As a leader of key children and youth ministry programs of the Diocese of Southwest Florida, the Director also plays a role in supporting and nurturing the Diocese's ministry programs, supports all diocesan goals, and follows all diocesan policies for employment and child protection.

A place of peace and aimed at reducing the distractions of this busy world, DaySpring's Director of Camp and Outdoors will be fully committed to the success of every visitor's experience, able to quickly jump between roles, exercise kindness and gratitude at all times, and be knowledgeable and precise in all areas of DaySpring's operations.

We are seeking a creative Director who will actively pursue expansion and broadening of our camp program to increase its camper numbers, depth of programs, and utilization of camp capacity. Likewise, in pursuit of DaySpring's ministry of hospitality for all people, the Camp Director should aim to broaden the program to create intentional spaces for children with disabilities, financial disparities, and cultural disengagement, day camps to serve local Parrish/Ellenton residents, and pursue any variety of other initiatives to bring the ministry of camp to more and more children and young people.

ROADMAP AND GOALS

- **Registration and Event Software:** DaySpring is selecting a new registration and event management system to replace two separate platforms. The Camp Director will play a key role in choosing and launching the new system, with registration set to open in January.
- **Community Engagement:** DaySpring's connection to the Parrish and Bradenton community has been limited. In the first year, we plan to expand local impact by introducing a day camp program.
- **Program Growth and Marketing:** After 14 percent growth in 2025, we seek a Director to lead marketing, maximize capacity, and develop new program models such as family and specialty camps. These innovations will strengthen service to young people while moving toward financial sustainability.
- **Healing and Vision for the Future:** DaySpring grieves the loss of our previous Camp Director, who began in March 2025. Even in this season, our camps are strong and carry momentum. The new Director will be given room to be creative in a way that honors what has been lost while bringing a fresh vision. Counseling remains available for those feeling grief in our community.
- **Canopy Walk Renewal:** The Canopy Walk, damaged by Hurricanes Helene and Milton in 2024, will be reconsidered with plans to preserve its best features and reimagine how it can serve youth, with investment targeted for 2026.
- **Church Connection:** DaySpring shares its campus with the Episcopal Diocese of Southwest Florida, which is partnering more closely to align operations and plan for long term effectiveness. The Diocese helps fund the Director of Camp and Outdoors as part of its investment in youth ministry. The Director will also partner with the Missioner for Youth and Young Adults to shape a shared vision for ministry across the Diocese and visit churches.
- **High Adventure and Teambuilding:** DaySpring's challenge and ropes courses are managed by outside vendors, leaving DaySpring largely in a maintenance role. The new Director will build relationships with Common Ground and PathFinders, foster collaboration, provide oversight, and move some programming to in-house staff leadership over time.
- **Leadership Priorities:** DaySpring's Executive Director, appointed in September 2024, has set priorities that include:
 - Leadership development and employee satisfaction through support, flexibility, adaptability, collaboration, reduced silos, and shared responsibility.
 - A culture of joyful and creative work to provide belonging and welcome to all
 - Master planning that engages staff, and constituents in shaping DaySpring's future.
 - Collaboration and connection with the Diocese of Southwest Florida

SPECIFIC RESPONSIBILITIES

1. Hire and train an equipped young adult staff committed to Christian community, safety, empowerment, joy, challenge, belonging, and diversity.
2. Lead marketing and advertising processes and aim to maximize capacity of available space.
3. Launch new programs, initiatives, and community programs aimed at spreading the awareness of DaySpring's youth and outdoor offerings.
4. Oversee camp communication and registration ensuring seamless processes
5. Develop scholarship program to limit financial boundaries that prevent attendance at camp

6. Constantly seek to create opportunities for campers to attend from races, cultures, and ethnicities that have been underserved
7. Oversee, train, manage the center's high and low adventure programs nurturing existing adventure partners Common Ground and Pathfinders. Manage the equipment care and usage logs to ensure all equipment is maintained within best practices of the challenge course industry.
8. Lead teambuilding, waterfront and pool programs, and high adventure programs for retreat groups visiting DaySpring.
9. Hire, train, supervise the center's waterfront and pool- based programs. Provide maintenance and upkeep for all equipment, oversight of vendors, and coordination with partners.
10. Participate in diocesan functions to ensure supervisory oversight and collaboration with Diocesan youth ministry: convention, convocation, Happening, New Beginnings, and providing support and collaboration with the Missioner for Youth and Youth Adults.
11. Will serve as a member of the Guest Services team. Provide on-site hosting, AV support, and afterhours care on a rotating schedule along with other employees. In addition to weekend-oriented activities, it is anticipated the Camp Director will host the center's weekend groups at least once per month when camp is not in session.
12. Provide basic maintenance support to the center as needed, including extra time and attention during the camp season for maintaining the quality of DaySpring's facilities and grounds.
13. Other duties as assigned.

PERSONAL ATTRIBUTES

- Substantial experience leading and relating to young people aged 6-25
- Practicing Christian who has familiarity with liturgical worship and enthusiasm for providing a supportive Christian community that is welcoming for all people
- Significant training, or ability to acquire Level II ACCT certification within six months
- Current certification or ability to acquire lifeguard certificate within first two months
- Current certification or ability to acquire a Certification in Pool Operation within nine months
- Excited and efficient learner when it comes to technology, especially related to audio/visual, Microsoft Office applications, event management and camp registration software
- College degree
- Excellent professional and interpersonal communicator, both in writing and in-person
- Kind and gentle demeanor
- Owns decisions and mistakes, shares gratitude and positive attitude with all guests and staff
- Self-motivator
- Enjoys moving around campus constantly to ensure completion of tasks and to check details
- Able to traverse the property, lift small equipment, and clean
- Timely – completion of tasks, goals, and deadlines
- Practices excellence in learning new information, providing training and encouragement
- Detail oriented and accurate
- Able to take a lot of information and organize it into useful and transparent information
- Thorough – thinks and acts with the best interests of all staff and guests, takes extra time to make sure completion of tasks is efficient, effective, and thorough