

# ASPEN LEADERSHIP GROUP

EXECUTIVE DIRECTOR

CAMP JABBERWOCKY

Location — Remote



The Aspen Leadership Group is proud to partner with Camp Jabberwocky in the search for an Executive Director.

The Executive Director, only the second in the history of Camp Jabberwocky, will carry on the *can-do* spirit of Camp Jabberwocky while setting a standard for management professionalism and accountability for all areas of the Camp. The Executive Director will oversee all Camp activities including Camp programming; recruitment, hiring, and training of all Camp staff; budget and finance; and development, marketing, and public relations—all in a manner consistent with Camp's mission and policies. A critical convener of, and participant in, the Board of Trustees and its committees, the Executive Director will have input into all Camp policies including its long term financial and strategic planning processes. The Executive Director will live on Martha's Vineyard from mid-June through mid-September in housing provided by Camp and must be available at all times during that period to oversee Camp and its programming.

Camp Jabberwocky, located on Martha's Vineyard, was founded by Helen Lamb in the early 1950's. Helen, a speech pathologist, was enjoying a vacation with her family on Martha's Vineyard when she came up with the idea for creating a similar experience for families who otherwise would not have the opportunity to get away in the summer. From that idea, Camp Jabberwocky was born. The first Camp was held in 1953 and for nearly 70 years, Camp Jabberwocky has been providing campers with an unforgettable experience full of adventure, friendship, and challenge.

Camp Jabberwocky exists to provide a residential summer camp for people living with disabilities. It provides recreation and enrichment for campers by creating a supportive environment that promotes the fulfillment of human potential and fosters independence and self-determination. Through this mission, Camp Jabberwocky seeks to enlarge the Camp community and to promote the Jabberwocky philosophy of volunteerism wherever possible.

Summer Camp, which runs from the end of June to the end of August, offers children and adults living with a range of disabilities the chance to enjoy the summer in a small, family-like community. Campers enjoy days filled with adventurous activities and experiences that are safe, empowering, exciting, and fun—both on the beautiful campus and out and about in the Martha's Vineyard community. One of the most unique, and special, features of Camp Jabberwocky is that campers never age out. Some campers started at five years old, and still return each summer well into their sixties. And Camp Jabberwocky is entirely free and open to anyone regardless of their ability to pay.

But Camp Jabberwocky is not just for individuals living with disabilities. It also hosts Family Camps that provide families with a child or family member living with disabilities the opportunity to participate in a weekend camp. The goal and purpose of these weekends are to share the love and joy of Camp. Families challenge themselves with fun and exciting outings, supported by the amazing Camp Jabberwocky volunteers. Eight to ten families come together to share the Camp experience and participate in activities like singing songs around the campfire and days at the beach.

Possibly the most amazing part of Camp Jabberwocky is that it is run almost entirely by volunteers. Each year, over 170 nurses, doctors, cooks, program specialists, and direct care providers all volunteer their time to make Camp a memorable experience for its extra special guests.

## **REPORTING RELATIONSHIPS**

The Executive Director will report to the Board of Trustees, currently comprised of 12 local members. Jane Price Schwartz currently serves as Board Chair. The Executive Director is expected to oversee three full-time staff, two Camp Co-Directors and a Property Manager, as well as three seasonal staff and five outside contractors.

## **FROM JOHN LAMB**

*My mother, Helen Lamb, recently widowed, having arrived from England with three children, started The Martha's Vineyard Cerebral Palsy Camp, now called Camp Jabberwocky, in the summer of 1953. Helen, affectionately known as Hellicat by all who knew her well, wanted to give the children, with whom she was working at The Cerebral Palsy Clinic in Fall River, a chance to have some fun at a summer camp on Martha's Vineyard. Her own children had the time of their lives in Oak Bluffs the previous summer and she wanted to give the same chance to the disabled children stuck back in the city in their stifling three story walk ups. Making it happen, though, was another story. She had a lot of work to do, back then, convincing her medical bosses that it was anything but a looney idea. But Hellicat, living up to her name, was not to be dissuaded. And with perseverance and the insistence of the kids and their parents, she finally got her way. So, with Ursula Dittami, a sixteen-year-old volunteer at the clinic, she set out for a tiny cottage on the Tabernacle grounds with five children ages five to eleven. They all had the time of their lives.*

*For seventy years now, Camp Jabberwocky has existed to give that "time of their lives" to everyone at Camp. Camp has offered opportunities for deep friendship, enduring relationships, an intentional community, and, for everyone at Jabberwocky, an inner experience of feeling that you are part of something more meaningful. In terms of human feelings, people who help each other have a sense of elation, which is defined as an emotional response to moral beauty. It encompasses both the physical feelings and motivational effects that an individual experiences after witnessing acts of compassion or virtue.*

*Sonja Solomon, a former counselor and now a doctor and Trustee on our medical staff, wrote recently, "I think something special about Camp is that we strive not only to create the best possible summer experience for the campers and promote the fulfilment of human potential on the individual level, but also to be a community that is an example of inclusivity, love, and mutuality. And that while we create this in the boundaries of our campus, the Jabberwocky way is so powerful that we know it actually transcends those boundaries and it is a force for greater good."*

*Camp Jabberwocky takes its name from the nonsense poem in the second Alice book "Through the Looking Glass" by Lewis Carroll. Camp has often been called a whimsical place, odd and fanciful, just like Alice's Wonderland, an erratic and unpredictable place. The loving community that grows in this whimsical place leaves everyone at Camp sharing a bond that can last a lifetime—and has.*

—John Lamb, Trustee

## **PRIMARY RESPONSIBILITIES**

The Executive Director will

- plan, direct, and be accountable for all operations of Camp Jabberwocky and Camp programs (with the support of the Camp Directors);
- create and execute annual plans for delivery of programming and operations that are consistent with Camp's mission and vision;
- recruit, interview, and select a high-quality seasonal volunteer staff to support programming and ensure the organization implements human resources policies and procedures that are compliant with applicable laws;
- establish annual fundraising goals and ensure identification and solicitation of public, private, and grant-funding sources;
- manage the donor relations programs, databases, records, files, and gift processing;
- ensure the implementation of marketing and public outreach campaigns to build relationships and awareness on the Island of Martha's Vineyard and more broadly, as necessary;
- oversee the creation of all publications and media including website, videos, development appeals, and other marketing tools to align with Camp Jabberwocky's mission and vision;
- develop and maintain a strong relationship with the Board of Trustees;
- oversee and ensure the stability and adequacy of the organization's financial resources and strategic plan in concert with the Board of Trustees;
- work with the Board of Trustees to establish and execute an annual budget, financial and programmatic goals, and metrics;
- oversee the management of the campus including building and grounds projects and vendor relationships; and
- coordinate and communicate with the Board of Trustees and seek guidance regarding key issues.

## **CAMP JABBERWOCKY LEADERSHIP**

Camp Jabberwocky's Board of Trustees is currently comprised of 12 committed volunteer Trustees bringing a plethora of varied professional experience. The Board includes business executives, doctors, attorneys, educators, and building and grounds experts who provide their expertise to campus improvement initiatives. All Trustees share a commitment to Camp's mission whether they come to the Board as members of the Martha's Vineyard community, parents of campers, parents of volunteers, or volunteers themselves! Trustees serve for up to three, three-year terms. Current officers include Jane Price Schwartz, Board Chair; Tina Governo, Vice Chair; Allison Wheeler Wolf, Secretary; and Jonathan Sandler, Treasurer.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

Camp Jabberwocky seeks an Executive Director with

- a commitment to the mission and vision of Camp Jabberwocky—to provide a residential vacation camp for people with disabilities while providing respite for camper’s caregivers, providing recreation and enriching the lives of campers by creating a supportive environment that promotes the fulfillment of human potential and fosters independence and self-determination;
- knowledge, experience, and a desire to work hands-on with individuals with special needs;
- an inspiring leadership approach and excellent personnel management skills;
- an understanding of nonprofit management and experience working with boards and volunteers;
- a demonstrated ability to recruit and hire staff and then foster a healthy organizational culture, encouraging teamwork and collaboration;
- outstanding attention to detail and an ability to plan and execute programming while being creative and flexible as programming needs change (with the weather or the moods of the campers);
- excellent communication skills, both written and oral, including strong presentation skills;
- strong interpersonal skills including the ability to inspire and motivate, as well as successfully manage conflict;
- experience managing budgets as well as generating and interpreting financial reports;
- experience in the full spectrum of philanthropic fund development, including special gifts, major gifts, capital campaigns, annual giving, special events, prospect research, proposal development, and gift planning;
- experience identifying, cultivating, soliciting, closing, and stewarding principal gifts from foundations and major donors; and
- experience communicating and collaborating with a strong and effective Board of Directors.

At least five years of leadership experience within a nonprofit organization of similar size and scope that includes fundraising and oversight of staff is required for this position.

## **SALARY AND BENEFITS**

The salary range for this position is \$90,000 to \$120,000 annually. Housing on Martha’s Vineyard from mid-June through mid-September is provided as are competitive benefits.

## **LOCATION**

The Executive Director will live on Martha’s Vineyard from mid-June through mid-September to oversee Camp and all Camp programming. During this period, the Executive Director will be on call at all times. Camp owns a beautiful home, steps away from Camp property, which is the summer residence of the Executive Director. During the off-season, the Executive Director may reside where they wish, including in the Camp’s Vineyard home, while maintaining full-time focus on Camp’s off-season priorities.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Camp Jabberwocky as well as the responsibilities and qualifications stated in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Executive Director, Camp Jabberwocky](#).

To nominate a candidate, please contact Clare McCully, [claremccully@aspenleadershipgroup.com](mailto:claremccully@aspenleadershipgroup.com).

*All inquiries will be held in confidence.*