



Executive Director

Ironwood Springs Christian Ranch · Retreat & Conference Center · Stewartville, Minnesota

Full-time, year-round, exempt | Reports to the Board of Directors | On-site

Ironwood Springs Christian Ranch is seeking an Executive Director to provide the primary day-to-day leadership for our ministry, advancing an ambitious vision while keeping the ranch financially sound. Working in partnership with the Board of Directors, the Executive Director sets direction, builds and shepherds a healthy team, stewards resources, and leads fundraising, holding overall accountability for the ranch's operations, ministry impact, and long-term viability. This is a leadership and oversight role: you will lead primarily through capable staff rather than by direct execution.

WHAT YOU'LL LEAD

- **Operations.** High-level oversight of programs and ministry, facility rentals, marketing, livestock and land management, buildings and grounds, hospitality and food service, volunteers, technology, emergency management, and regulatory compliance.
- **Staff leadership and care.** Hire and develop direct reports, ensure annual performance reviews and sound compensation practices, maintain HR policy, and shepherd the team toward both faith and professional growth.
- **Financial stewardship.** Lead annual budget development with staff and the Board Finance Committee, deliver accurate financial reporting, manage the approved budget, and support the annual audit.
- **Fundraising and donor development.** Set and execute annual fundraising goals, lead signature events such as the Miracles Happen gala, communicate directly with key donors, and grow planned and endowment giving.
- **Community relations.** Serve as lead spokesperson, recruit and retain volunteers, and cultivate partnerships with churches, businesses, and organizations across the region.
- **Long-term viability and governance.** Maintain 2, 5, and 10 year planning for budgeting, fundraising, and capital improvement; ensure adequate insurance and legal protection; develop staff with succession in mind; and partner closely with the Board.

WHO WE'RE LOOKING FOR

- **Mature in Christian faith** - maintaining personal devotion and study, regularly attending church, and in full agreement with Ironwood's statement of faith, statement of purpose, and doctrinal statements.
- **A leader of high personal integrity** who is visionary who can delegate and oversees rather than doing everything directly, and takes initiative to improve the operation.
- **A warm, clear communicator** who is outgoing, service-oriented, and relationally skilled with staff, guests, donors, and volunteers.
- **Required:** Bachelor's degree or equivalent experience in camp management, hospitality, business, nonprofit leadership, ministry, or a related field; demonstrated management and leadership experience; comfort mastering technology, including reservation, accounting, and facilities management software.
- **Preferred:** Finance or accounting experience; fundraising, donor-development, or nonprofit board experience; background in a camp, retreat, hospitality, or faith-based ministry setting.

SCHEDULE & SETTING

Regular hours are 8:00 a.m. – 4:30 p.m., Monday through Friday, with evening and weekend hours required on a recurring basis for program events and retreat groups. As an exempt leadership role, additional hours are expected beyond the standard schedule during peak season. Slower periods allow a more flexible and balanced schedule. Work spans office, campus, and community settings across a multi-building ranch in all seasons.

COMPENSATION & BENEFITS

Starting salary range: [\$85,000 – \$105,000], commensurate with experience and qualifications. Ironwood Springs offers:

- **Retirement:** a retirement plan with an employer match of up to 3% of employee contributions.
- **Paid time off:** paid vacation, designated paid holidays, and paid sick leave.
- **Meals** provided when food service is in operation, plus professional development through peer camps, continuing education, and conference participation.

TO APPLY

For priority consideration, please apply by submitting your resume, cover letter, and completed application to Board@ironwoodsprings.com by October 1st, 2026.

The Executive Director application for employment can be found linked on the Ironwood Springs website on the Become a Team Member page.