



## Job Posting: Executive Director

*Applications accepted through April 1, 2008*

### **The Murray Grove Association**

Lanoka Harbor, New Jersey

[www.murraygrove.org](http://www.murraygrove.org)

Annual Salary: \$55,000 - \$60,000

Start date: September 1, 2008

---

### Organizational Purpose and Vision

The Murray Grove Association exists as a living memorial to the life and the Universalist faith of John Murray and Thomas Potter, not only for the benefit of Unitarian Universalists, but also for our friends and neighbors who seek to give to the world hope and courage. In honor of Thomas Potter and John Murray, the Association exists to enliven the promise of Universalism by preserving the historical grounds of Murray Grove and by promoting the union of faith, love and action as inspired foundations of our beloved community. The pursuit of this desired impact results in the preservation and the promotion of Universalism as a living tradition.

1. **Preservation:** In honor of the radical hospitality of Thomas Potter, the Association places the highest priority and a majority of its resources on enhancing the legendary grounds at Lanoka Harbor as a sustainable pilgrimage and residential site for all the current and future inhabitants.
  - a. **Pilgrimage Site:** Recognizing that Murray Grove has historically been marked by the presence of a chapel, the Association will maintain an inspired worship space as a historical landmark that welcomes people from all traditions to increase their spiritual development, to embody love in action and to serve the world.
  - b. **Residential Site:** Honored guests of Murray Grove's residential hospitality gain respite from everyday stresses, strength for their journeys and deepened capacity for unconditional love and radical inclusion.
2. **Promotion:** In honor of the prophetic outreach of John Murray, the association places a high priority on promoting the Universalist message through education and prophetic outreach.
  - a. **Education:** Persons of all ages expand their knowledge of Universalism and spread the message of hope and courage.
  - b. **Prophetic Outreach:** Religious and community leaders promote justice, love and kindness in the public arena.

### Location

Murray Grove is a historic site located near Barnegat Bay, close to the New Jersey coast, 90 minutes south of New York City and about the same distance east of Philadelphia. The site occupies twenty lovely partially-wooded acres and is adjoining to a 200-acre wildlife preserve with nature trails leading through woods to the wetlands on Barnegat Bay, encompassing several ecosystems.

## Executive Leadership

The Trustees have identified the following characteristics for the next Executive Director of Murray Grove. First, the incumbent will practice Universal Love and integrate into his/her vocation a commitment to embody the principles of Unitarian Universalism. The Trustees are looking for a *bold* leader who acts from a place of hope and courage; a *visionary* who has the experience of bringing strategic plans into reality. Top candidates will have strong operational skills with an empowering managerial style as well as demonstrate excellence in fund raising and strategic planning. Finally, it is expected that the Executive Director will reside in the vicinity of Murray Grove and develop an appreciation of its surrounding culture. In addition, the search committee will be reviewing candidates based on the following skills: hospitality, administration, stewardship, capital campaigning, community building, facilitation, membership growth and staff relations. In summary, Murray Grove will be best served by an Executive Director who will take the lead in restoring the historic grounds, helping to create a safe, ecologically sound and compelling pilgrimage site and retreat center and will promote the spirit of Universalism.

## Budget and Staff

The Executive Director reports to an eight member Board of Trustees, supervises four staff and various contractors, and collaborates with dozens of volunteers. The Executive Director manages an annual budget of approximately \$250,000.

## Governance

The Executive Director serves as the Chief Executive Officer of the Murray Grove Association, as defined by John and Miriam Carver under the policy governance model. Therefore, the incumbent will interpret the Ends and develop strategies to achieve them within a reasonable timeframe. Governance is seen as the responsibility of the elected board of trustees who are charged to be in regular communication with the member/owners of Murray Grove. There is one standing committee, the nominating committee. The board calls upon people with specific expertise to consult and advise on issues such as asset mapping and the world of retreat centers.

## Organizational Strengths

The core strength of Murray Grove is its story. The grounds are legendary and the message inspiring, as John Murray said, "bring them not hell, but hope and courage." The human resources are also a great strength. The staff is not only loyal, competent and passionate about Murray Grove, they are inherently collaborative and proactive. There is a strong core of 150 members of Murray Grove who pilgrimage each September to participate in the annual Homecoming. Additionally, 50 "Ministers for Murray Grove" have joined together to bring more awareness to this historic site. This is a small representation of the broad network of supporters and fans of Murray Grove. As Trustees we were strong advocates of the previous Executive Director in taking a sabbatical. We care deeply about the entire staff and hold their well being as our primary concern.

## Organizational Challenges

Every staff member and every trustee agree that significant site improvements need to be made and the organization is poised to accomplish this goal. The closing statements of the recent staff interviews demonstrate the challenges that come with this opportunity: "Murray Grove is poised

for its resurgence. It is surrounded by growth. Two new big box stores, Wal-Mart and Home Depot, are coming nearby. A new executive director will be assuming the position. This person needs to harness the enthusiasm and energy around the site to accomplish all of the needed tasks. The staff and the board need to find the necessary friends and volunteers to rally the essential physical and financial support.” It should also be noted that the water and septic systems need a full makeover. The site will eventually need to be secured, aware of the increased development in the surrounding areas. The Executive Director and Board will most likely engage in a strategic plan and launch a national capital campaign to restore the historic grounds of Murray Grove and build a compelling pilgrimage site and beautified residential site. Previously, \$18,000 was raised to renovate Freidrich in 2004 and a decade earlier \$28,000 was raised to renovate the Weakley House. The condition of the buildings are on everyone's mind. Identified building repairs include repairing windows, bathrooms, gutters as well as replacing the kitchen stove and installing central air conditioning and proceeding with an electrical upgrade. The grounds need to be secured, and landscaping maintained and the nationally registered Universalist memorial garden to be restored.

For a complete history of the organization visit [www.murraygrove.org](http://www.murraygrove.org).

### Interview Timeline

Applications will be accepted from February to April 1st, 2008. Pre-candidates will be interviewed over the phone in early April and the proposed candidate will be invited to meet with the entire board Friday and Saturday, May 30th and 31st. The Search Committee is made up of current and former Trustees of the Murray Grove Association, who were nominated and then elected onto the Board.

### Terms

This is a full-time employed position. Salary is commensurate with experience, plus bonus opportunities. Benefits such as health, retirement and sabbatical will be negotiated. Must live within the vicinity of Murray Grove and be willing to travel for national or district events, work some evenings and weekends, and provide own transportation.

### Applications

Electronic submissions are preferred. Please send a cover letter, resume, and three references with contact information to Board Secretary, Reverend Nathan C. Walker at [revnate@philauu.org](mailto:revnate@philauu.org). For further information please call Rev. Nate at 215-701-9072.

*The Murray Grove Association is an equal opportunity employer and will not allow discrimination based upon age, ethnicity, gender, national origin, disability, race, size, religion, sexual orientation, or socioeconomic background.*