

EXECUTIVE DIRECTOR SEARCH
STILLPOINT (CALIFORNIA), www.stillpointca.org

Stillpoint seeks a profoundly spiritual and mature practitioner and nonprofit leader to develop and lead our organization into its next phase. This is a part-time, 30-hour position available February 1, 2026. Relocation is not required; Remote work with some travel for in-person events. Master's level academic preparation in an appropriate discipline is preferred. Renumeration commensurate with experience; benefits available. The maximum salary package is \$85,000.

Stillpoint has been a center for spiritual formation, contemplative practices, and living, as well as a supportive community, for over forty years. Rooted in the Christian tradition and open to other spiritual traditions (as well as no religious pathway), we are a spiritual, ecumenical, interreligious, and religious non-profit widely known for (initial and advanced formation of) spiritual directors. In addition, Stillpoint offers one-day retreat experiences, contemplative prayer and worship, group spiritual direction, pilgrimages, eco-spiritual direction, bio-spiritual focusing, spiritual direction supervision, and opportunities for personal spiritual explorations and formation. Our programs are offered in three modalities: online, hybrid, and residential. Residential programs are offered at sites in Southern California and in collaboration with historic Ghost Ranch in New Mexico. The next phase of Stillpoint will require leadership to expand our markets and Board, evaluate existing programs in consideration of post-COVID-19 realities, and develop a new strategic plan. Stillpoint maintains an ongoing commitment to aligning our organizational structures, policies, and programs with the principles of diversity, equity, inclusion, and belonging (DEIB), and strives to be an anti-racist, multicultural organization.

ESSENTIAL RESPONSIBILITIES

Visionary Leadership, Development & Community Engagement

1. Provide inspirational leadership and oversight to staff, colleagues, Board, and program participants as the “public face” of Stillpoint.
2. Inspire stakeholders with a creative vision for Stillpoint that is responsive to the spiritual needs of the world; connect spiritual practice as the starting point for changing the world with justice and compassion.
3. Develop media strategies to build new markets and inform current constituencies; ensure regular communication and website development.
4. Fundraising oversight: cultivate new donors, maintain relationships with new donors, explore grant opportunities; with the Board set, oversee financial appeals and explore alternative funding sources and revenue streams.
5. Expand the Stillpoint Board to reach multiple constituencies and support the organization more effectively.
6. Collaborate transparently with the Board to create, implement, and monitor strategic plans and financial oversight for Stillpoint, in alignment with the organization's mission and values.
7. Represent Stillpoint at select conferences and events to increase the exposure of the organization and build stakeholders.

Program Development

1. Rejuvenate and monitor the programmatic life of Stillpoint by curating programs in a variety of modalities responsive to current spiritual needs and aligned with the organization's mission and values.
2. Develop a recruitment plan that considers current and future markets.
3. Work collaboratively and transparently with teaching staff; recruit and hire diverse teams, consultants, and partnerships as appropriate.
4. Develop technological support for current programs and extend Stillpoint to new markets.
5. Serve in a leadership capacity in program offerings as appropriate. *Note: The position of Executive Director is primarily administrative, not a teaching position. However, we recognize that it is essential for the Executive Director to be knowledgeable about the programs and engaged with participants in a meaningful way.*
6. Maintain the Stillpoint calendar for optimum use, while honoring sabbath rhythms, rest, and reflection.

Operations

1. Supervise the business and financial operations of a small non-profit in collaboration with the Treasurer and other Board members as appropriate: budgeting, payroll, tax filings, accounts payable/receivable, insurance, annual reporting, compliance, technology, etc.
2. Oversee Human Resources, including hiring and supervising staff and contract services as needed.
3. Foster a working environment of respect for every human being and develop policies to deal decisively with racism and other forms of oppression, such as sexism, ageism, and homophobia. The Executive Director is accountable to the Board and ensures alignment among Board decisions, staff operations, and the integrity of the mission.
4. Serve as an ex officio member of the Board.
5. Demonstrate commitment to diversity, equity, inclusion, and belonging.

Essential Gifts

1. Deeply grounded in contemplative practice, discernment, and familiarity with models of spiritual direction.
2. Creativity, flexibility, cultural humility, and accountability.
3. Openness and a spirit of collaboration with multiple communities.
4. Welcoming diverse spiritual traditions and practices.
5. Demonstrated experience in program development, religious leadership, fundraising, and/or non-profit management.
6. Demonstrated ability to manage remote work with multiple responsibilities.
7. Competency with standard non-profit and educational technology.

Applications should include a cover letter stating why you are interested in this position and what you could contribute to Stillpoint, along with the names and contact information (name, phone, and e-mail) of three references, NO LATER THAN JANUARY 5, 2026.

Send queries and applications (electronic submissions only) to: StillpointEDSearch@gmail.com.

