



**Chief Executive Officer  
Abiquiu, New Mexico**

Open year-round, Ghost Ranch is committed to spiritual development, peace and justice, honoring the environment, and exploring discovery through the celebration of art, culture, and nature. The landscape of Ghost Ranch, made famous by artist Georgia O'Keeffe, encompasses 21,000 acres of towering rock walls, vivid colors, and vast skies. People from all over the world come to work together, paint, write poetry, hike, ride horseback, research globally renowned archaeological and fossil quarries, worship, or simply rest and renew their spirits.

In 1955, Ghost Ranch was given to the [Presbyterian Church](#) by the Pack family. More than 65 years later, this gift is honored by fostering well-being and spiritual health through this historic, inspiring Southwest landscape. Set amidst a stunning natural landscape, Ghost Ranch sits at a unique intersection where arts, science, nature, culture, and spirituality come together. In 2017, the operations of the ranch transitioned to the National Ghost Ranch Foundation, a standalone, independent 501(c)3 nonprofit organization with a continuing relationship to and long-term lease from the Presbyterian Church, which owns the property. For more information about Ghost Ranch, please click [here](#).

In 2025, Ghost Ranch will celebrate 70 years as an education and retreat center. The organization's next exciting chapter is focused on renewal and growth. The Ghost Ranch board, staff, and volunteers are eagerly anticipating collaborating with a new Chief Executive Officer to achieve the following five strategic pillars: Hospitality, Discovery and Impact, Collaboration, Stewardship, and Fiscal Strength.

Ghost Ranch seeks a leader who is passionate about fostering meaningful engagement and a sense of community and belonging with everyone who participates in any facet of the Ghost Ranch's programming, services, and activities. This individual provides leadership and vision to the board, staff, donors, volunteers, partners, and other constituents in achieving Ghost Ranch's mission and impact. This effective leader and experienced manager fosters vibrant teamwork, pursues program quality, nurtures community, and engenders mutual respect while accelerating progress on Ghost Ranch's impact locally, regionally, and nationally.

Candidates should demonstrate a career path of progressive leadership and management experience in the nonprofit, corporate, government, and/or religious sectors. This leader has significant experience in growing the capacity and impact of an organization. Prior experience with complex, multifaceted organizations required. This individual champions authentic collaboration and has experience building durable relationships with external constituencies and internal teams inclusive of many different perspectives and lived experiences. This person wants to establish and maintain effective and collaborative relationships with current funders and potential donors. An ability and desire to raise private contributions is necessary, as is a successful track record in revenue growth and diversification.

This results and growth-oriented leader builds consensus internally with board and staff to drive a shared vision for achieving the organization's strategic priorities. This executive has experience mentoring growing

teams and creating structures and systems that can transform an organization from a grassroots nonprofit to a mature, national organization that is a standout in its field.

### **Compensation and Benefits**

The salary range for this position is between \$140,000 and \$165,000 and will be commensurate with experience. The Chief Executive Officer is expected to reside on the Ranch, and a house is provided to the individual in the role, rent free. Ghost Ranch is proud to offer a robust benefits program to all employees as part of a comprehensive compensation package. Benefits include: medical, dental, vision (eyewear), flexible spending accounts, defined benefit pension and retirement savings plan of the Presbyterian Church (U.S.A.) (RSP) administered by Fidelity Investments, 14 paid holidays, extensive PTO accrual, active support to practice work/life balance, just to name a few.

### **Equal Employment Opportunity Statement**

It is the policy of Ghost Ranch not to discriminate against any employee, applicant for employment or guests because of race, color, gender, national origin, ancestry, religion, creed, age, marital status, pregnancy, citizenship, veteran status, status as a qualified person with a disability, sexual orientation, gender identity or any other protected status covered by applicable federal, state or local law. Applicants and employees are evaluated on the basis of job qualifications and the ability to meet job standards. Ghost Ranch complies with federal, state and local laws prohibiting discrimination, harassment and retaliation in the workplace. Ghost Ranch is committed to and practices the principles of Equal Employment Opportunity (EEO) and we also take affirmative action measures against discrimination in all aspects of employment and company business. This policy applies not only to personnel decisions, but to all aspects of business.

### **To Apply**

To apply, submit a current resume and letter of introduction, as soon as possible, to Kittleman & Associates, LLC at <https://bit.ly/3q9VLZ1>.

**All qualified candidates are strongly encouraged to apply.**