

2025 CCCA Texas Sectional Schedule

Monday 02/03/2025	
12:00-3:30pm	Check In
12:00 PM	Lunch available for Headstart People
12:30 PM	Ladies Luncheon
12:30 PM	Head Start - Other camp tours
4:00-5:30pm	General Session #1
6:00 PM	Dinner
7:00 PM	Department Networking
8:00 PM	Group Activity
8:30 PM	Tourney
Tuesday 02/04/2025	
8:00-9:15am	Breakfast - Round Table 1
9:30 AM	General Session #2
10:45 AM	Workshop #1
12:00 PM	Lunch & Vendor Show
1:15-2:15 PM	Workshop #2
2:30 - 3:30 PM	Workshop #3
3:30 - 6:00 PM	Free time and Tournaments
4:00-6:00	Open Fishing
4:00 PM	Tourney
6:00 PM	Dinner- fancier - Round Table 2
7:00 PM	General Session #3
8:30:00 PM - 9:30:00 PM	Late Night Game Show
Wednesday 02/05/2025	
7:30 AM	"Fun" Run
8:30 AM	Breakfast - Round Table 3
9:30 AM	General Session #4
11:00 AM	See you next year!

Head Start Options - Monday, 12:30

Ladies Luncheon with Amy Carlisle
 Tour Sky Ranch - various departments
 Off site - Tour Timberline Camp nearby
 Building a Relationally Healthy Staff led by Al Weinberg

Workshops:

Unlocking Creative Potential: Effective Brainstorming Techniques for Camp Leaders

Wes Armstrong | Carolina Creek

In this interactive workshop, you'll discover powerful techniques to spark creativity and lead effective brainstorming sessions for any camp setting. Learn how to set the stage for open, productive discussions, keep ideas flowing, and turn big dreams into actionable plans. Whether you're planning new programs, tackling challenges, or creating unforgettable experiences, this workshop will equip you with practical tools to draw out your team's best ideas and foster a culture of collaboration.

Fundraising - Find your Champions

Michael Thames | Former Director of Camp of the Hills

Understand a biblical view of fundraising and our role as nonprofit/camp ministry leaders. Inspiration and confidence in finding your "champion" donors and how to keep them engaged. Q&A/open discussion on general fundraising strategies and ideas

Special diets

Skip Faulkner | Food Service Director of Camp Copass

Exploring the variety of dietary needs of guests today, whether a medical necessity or a lifestyle choice. We will discuss a variety of allergens & their alternatives or substitutions.

Food Service Roundtable

Ryan McKibben | Food Service & Housekeeping Director of Mt. Lebanon

Join us to share thoughts on menu planning, cooking from scratch vs premade products, best use of labor expenses, healthy food options and food costs.

Navigating the Turbulent Insurance World

Robert Monahan | President - Hibbs-Hallmark & Company

Robert will provide an update on the state of the insurance market for camps and conference centers. Robert has been a leading camp insurance provider for the past 35+ years and will share his best practices for camps during this turbulent insurance. You will learn what markets are still insuring camps and what their major concerns are when determining whether or not to offer coverage to your camp. We will also review what constitutes a high quality submission (application for insurance) when you go out to remarket your camp insurance needs. How can you help your insurance broker put your camp in the best position to secure the best terms for coverage. This workshop will be of most interest to your Executive Director, CFO and/or Risk Manager, board members. It will be interesting as well to young up and coming leaders in the Christian camp community seeking ED and CFO jobs later in their careers.

Building a Better Board

Bedford Holmes

Constructing a strong board is one of the most important duties any nonprofit organization must promise the community. The power is in the picking. Finding competent folks who have the right skills sets to govern your executive director and team is critical. Join Bedford Holmes as we discuss the components and strategies that are part of recruiting a strong board.

Beyond Compliance: Strategies to Elevate Camp Safety Culture

Jason Willcox - Director of Risk and Compliance (Sky Ranch)

Discover how to create a proactive, engaged safety environment at your camp. This session highlights proven strategies to strengthen leadership commitment, encourage staff participation, and embed safety into everyday routines. Walk away with practical steps you can implement immediately to protect your campers, staff, and organization.

Aquatics: The Wet and Wild Ride

Chriss Kuykendall

A new year, a new season and all of the fun that goes with it! We will evaluate what works and what needs an update in our aquatic programming, manuals and thought processes. Let's collaborate to make this the best and wettest camping year ever through safe and fun water activities. We will briefly touch on staffing issues, both wins and near misses, best practices in providing safe facilities and activities and how to help our staff enjoy their time at the water. We will evaluate our current procedures to ensure we are up to date and thinking outside the book to ensure the safety of our campers and guests.

Mastering Recreation Support while Hosting Groups

Laura Carpenter (Tejas)

Engage in conversation about how to handle group communications related to activities both before and during their event. You will discuss various models of reserving activities, staffing activities, and how to effectively serve guests when plans have to change.

The Impact of Biblical Archery Instruction: an Intro to AIM Training

Matt Newton (AIM Training - Founder)

Participants will see and learn a new depth to archery by understanding the role their counselors play in biblical instruction and leadership through AIM Training. Techniques will be shown how to holistically insert Gospel truths during archery time that will make a deeper Biblical impact.

Rekindling The Fire: Preventing Ministry Burnout

David Pham- Vice President of Retreats (Cho-Yeh)

Camp ministry is often filled with long hours, emotional investment, and high expectations, which can easily lead to burnout or a sense of stagnation.

This session will explore the common causes of burnout in ministry and offer practical strategies for renewing energy, purpose, and vision. Hear firsthand how burnout took me out of the game after over a decade of seemingly serving the Lord non-stop, and how my calling and passion was reignited years later. Camp leaders will learn how to rekindle their passion for ministry and prevent burnout before it takes root.

Year Round Staff Development

Rob Ribbe Ph.D.

Models for discipleship and development of year round/multi-year impact on your summer staff.

Rhythms Of Faith Project: How camp can be a catalyst for faith formation in the home

Rob Ribbe Ph.D.

We will review the results of a 5 years Lilly Endowment study on how to extend the impact of camp into the home including what camps can do pre-camp, during camp, and after camp with parents and churches as partners in the faith formation of our youth. These promising strategies were developed from parent surveys, director interviews, and site visits throughout 2024.

Family Ministry Events at Camp

Kyle Hess | Sky Ranch

We will be discussing all things Family Ministry, from Family Camp to Parent Child weekends. If you are currently hosting events or considering hosting Family Ministry events this workshop is for you.

Challenging the Status Quo

Merideth Malkowski | HR Manager Cho-Yeh

As an industry, we are known for helping young staff gain practical skills - are you intentional in how you do this? Let's talk about how to help your year round and seasonal staff grow in their skills and abilities throughout their time with you. Goals, evaluations, and feedback are an important part of every culture, come gain some practical tools to do this well. We will talk through practical feedback tools to utilize to help staff grow in their skills and abilities. Learn how to use goal setting, consistent evaluations, and feedback to set staff up for success, leading to excellent staff culture and growth.

Gap Years and Internships (panel discussion)

Josh Cunningham | Tejas

Whether you are looking to enhance your current gap year program or internship or you are looking to begin one, join us as we hear from several camps about their programs. We'll discuss the various types of programs, their successes, pitfalls, and numerous variations you can implement. The panel represents over ___ years of experience in camp gap years/internships ready to help guide you and answer questions.

It's all About the People

Gregg Hunter | CCCA President

What are your people looking for in a leader? What do they need from you as a boss? This seminar focuses on the benefits to your ministry and business when you focus on your team – what individuals need and how best to help them thrive. It takes a detailed look at ideas for increasing morale, including team members in evaluating important processes, and improving employee satisfaction – which leads to guest satisfaction.

DSHS Youth Camp Updates

Jeff Mantia | Youth Camp Compliance Officer Department State Health Services

Camp Updates: inspections and enforcement, rule changes, common inspection violations, and a Q & A.

Marketing without a Marketing Director

Mark P. Fisher | Chief Encourager (Inspiring Growth)

How to fill camp even if you don't have a marketing director. Because you can't minister to empty beds

5 Ways to Increase Guest Group Revenues

Mark P. Fisher | Chief Encourager (Inspiring Growth)

How to build a plan, compensate salespeople, and set up a CRM, sales funnels, virtual tours, and digital ad campaigns.

The Power of Curiosity: Leading with Great Questions

Mark P. Fisher | Chief Encourager (Inspiring Growth)

Curiosity builds confidence. - By leading with questions more is accomplished with greater buy-in than telling ever produces. - Curiosity may have killed the cat - but it fuels the lion. - Telling creates resistance while asking creates relationships. - Leaders are more effective by asking questions than giving orders. - Inspiring curiosity is the first job of a good story. - Starting any meeting with a question creates instant engagement and connection

Empowering Young Men & Woman for Promising Trades Careers

Trey Holloway - Sr. Facilities Manager (Sky Ranch)

Facilities Maintenance Training Program aiming to equip young men 7 woman with essential skills and knowledge in various trades to inspire and enable them to pursue successful careers in the facilities maintenance industry.

Developing a Tree Management Plan for Your Camp

Rick Simpson - Facilities Director (Sky Ranch)

This workshop will address the need for a management plan for trees on camp property. It will cover how to develop the plan, the use of external resources, how the plan fits with fire mitigation efforts, tree removal and reforestation.

Motivation and Clarity – Languages of Leadership

VisionWorks

These two areas help inform your relationships with those you lead. You will learn six key motivation languages that your staff, donors, and participants speak. This is of critical importance in helping them to be heard, appreciated, and thanked. You will also learn 5 principles of leading them to fulfilling desired outcomes. These core realities will change your culture.

Building Collaborative Team Cultures

Rob Ribbe Ph.D.

We are in a time of incredible complexity, confusion and uncertainty. The need for fast

moving change and effective innovation is critical. Learn a simple repeatable collaborative process that produces the best decisions while unifying and growing your People.

The Biggest Mistake You Can Make as a Servant Leader: Especially when you are responsible for campers, staff, equipment, and on-call 24-7 because it is summer

Stanley Ward PhD, PPC | Founder and Principle (Influence Coaching) and a former Pine Cove Director

This interactive workshop will help you avoid one of the most common mistakes for servant leaders - not distinguishing between "servant leadership" and "martyr leadership."

Dr. Stan Ward will share his own story of making this mistake, and he will share what he's learned on how to avoid it as a parent, a spouse, and a servant leader in ministry settings. You will walk away with knowledge and skills developed over the last 30 years.

“Do You Have a Heart For the Fatherless?” – How to be purposeful with inviting the underserved into your program

VisionWorks

This seminar provides a roadmap to help you navigate where your heart wants to take you – the underserved. You will learn methods to build relationships, strategies to assist with funding, and best practices to follow to help your new friends to be welcomed into your camp – and their new home. How can you consider your “corners of the field?”

Improving you Culture by Defining Organizational Behaviors

Gregg Hunter | CCCA President

Ever notice how some ministries' staff just seem to “get it”? They accomplish so much, work together largely in harmony, and they actually seem to like each other? Even when conflict arises, they seem to handle it constructively. This seminar, based on teaching from Andy Stanley

of North Point Ministries and other best practices gleaned from respected leaders, focuses on establishing organizational behavior standards that provide a pathway to a healthy culture.

David vs. Goliath: It Ain't What You Think

Evan Heltay | Co-Founder and Director of Operations (Expert Online Training)

Evan Heltay, a camp professional based in Jerusalem will lead a deep dive into the legendary David vs. Goliath showdown and offer some surprising insights. Supported by photos and video we'll revisit the biblical story and then shift to camp and ponder how to Leverage Your Unique Strengths to stand out in the marketplace, how to Innovate by thinking creatively and using resources in unexpected ways, and implementing Strategic Risk-Taking and discovering the value of calculated decision making.