

Executive Director

Slumber Falls Camp

New Braunfels, TX



[Slumber Falls Camp & Retreat Center](#) is situated on 20 quiet and peaceful acres along the Guadalupe River just outside New Braunfels, TX. Founded in 1958, SFC provides an inclusive and welcoming Christian summer camp and year-round retreat setting for children, families, churches, and organizations throughout the region. SFC has served as the spiritual home to thousands of children, families, and individuals over the past 65 years. Founded by members of the United Church of Christ, the property was purchased in 2023 by Friends of Slumber Falls to continue this important and meaningful ministry.

The new Executive Director (ED) will be a hands-on, strategic, and relationship-oriented leader who will work closely with a deeply committed Board of Directors and staff to envision a bright future. The ED will bring a deep love of the natural environment, summer camp, programming for children, youth & adults, and place-based ministry that connects people to God, community, and nature through faith, adventure, and belonging at Slumber Falls Camp.

About Friends of Slumber Falls

Friends of Slumber Falls (FSF) is a nonprofit organization led by alumni, parents, volunteers, and donors who hold a deep connection to the ministry and community formed at Slumber Falls Camp. Together with key donors, FSF raised the necessary resources to purchase the camp property and support the transition period. After a successful first year of summer camp and retreats, the organization looks to expand its reach and nurture new and existing partnerships, continue facilities improvements, engage in strategic planning, and plan for an impactful second summer camping program.

Responsibilities of the new Executive Director

Organizational Leadership

Working in partnership with the Board and staff, shape the future direction of Slumber Falls Camp and ministry.

- Ensure the core values of an inclusive and welcoming faith-led community are lived out in programming, community building, and care for the property.
- Serve as staff lead to the board's annual and long-range planning efforts that ensure the continued vitality of the ministry of Slumber Falls Camp.
- Oversee financial management and stewardship of resources, holding mission and sustainability at the core. Provide leadership to the board's annual budget planning process and hold accountability for budget management. Ensure the business model and revenue streams are robust and fees/pricing appropriately reflect the local market.
- Support board committees which provide guidance and volunteer leadership to programs, facilities, fundraising, and finance.
- Develop and refine organizational policies and procedures that ensure a strong organization and safe, fun, and quality programming.

Community Relationships and Fundraising

Foster a strong sense of connection and belonging among Slumber Falls campers, families, supporting churches, retreat guests, donors, and community organizations that reflect the warm, welcoming, and inclusive spirit of SFC and expand SFC's reach and impact.

- Build strong relationships with key volunteers, donors, supporters, churches, and community partners that enhance and promote the ministry of SFC.



- Develop an annual giving plan and ensure FSF meets its annual fundraising goals.
- Nurture strong relationships with major donors that foster their continued connection with SFC. Develop an outreach plan to expand connections and partnerships with values-aligned organizations throughout the region.
- Explore grant opportunities that support new and future program initiatives.

Program Planning & Oversight

Develop an annual program plan with the Program Committee that includes a robust summer camp program as well as opportunities for connection and spiritual development throughout the year.

- Set the annual camp calendar including summer camp weeks, training, and volunteer development with the Operations Manager.
- Assess capacity and desire for new camp offerings, review camper and family evaluations, and seek opportunities for continued improvement and innovation in the program offerings.
- Ensure SFC complies with all local and state regulations regarding Youth Camps. Integrate best practices of the American Camping Association in program and facility management.
- Serve as a guide and sounding board for volunteer directors and camp staff in ensuring a safe and successful camp week. This includes being onsite during summer camp to attend to the social-emotional and behavioral issues that may arise and adherence to all camp policies, emergency response, and reporting procedures as outlined in camp policies and state and local regulations.

Staff Development and People Management

Serve as the head of staff ensuring the organization's values are reflected in the hiring and supervision of staff and the smooth operations and continuous improvement of SFC.

- Support the day-to-day coordination between facilities, operations, & programs. Supervise the Handyperson and Operations Manager.
- Lead the annual staff review process and provide ongoing feedback and supervision to staff. Connect staff with opportunities that support their continued growth as professionals.
- Provide continual evaluation and development of the Summer Adult Leadership Training (SALT) program and volunteer programs.
- Make recommendations on staffing models and HR policy changes to the board for their review and consideration. Take weekend duty rotation to ensure retreat group hospitality and coverage.

Qualifications

- Passion for camps and outdoor ministry and how they support positive development in children and youth. Commitment to inclusive Christian values that welcome all.
- Five to 10 years of leadership experience in outdoor education, faith formation, program development, camp management, or other similar nonprofit or mission-driven settings.
- Experience fundraising and developing relationships with key donors, partners, and supporters that foster connection and generosity.
- Thoughtful supervisor who has developed leaders through programs and as a direct supervisor. Ability to hold people and organizational values at the center while ensuring smooth and efficient operations and management. Previous experience managing staff is required.
- Experience working with nonprofit boards, developing and effectively managing organizational budgets, and guiding the board's strategic planning and governance work.
- Natural ability to build authentic relationships with a diversity of people and organizations across race, gender, LGBTQ+, age, and socio-economic status. Ability to passionately communicate the mission and vision of SFC internally and externally.



- Familiarity with the day-to-day operations of a camp or conference center and a vision for how the camp property can be a hub for community connections.
- A willingness to roll up one's sleeves and get things done in a collaborative environment. Creative problem solver with the ability to inspire and motivate others when faced with challenges. Appreciation for getting the job done well and building community along the way.
- Sense of humor, grace, and grounding in one's own faith journey. Openness to learn from others.
- Willingness to tackle other duties as assigned that may include dishwashing, daddy long leg wrangling, and changing the occasional light bulb.

To Apply

Please submit a cover letter and resume via the [Application Portal](#). Questions regarding the position can be sent to info@carolynhoconsulting.com.

The salary range for this position is \$55,000 to \$63,000 and includes health and retirement benefits under development. All staff are welcome to enjoy food service when the kitchen is open.