<table>
<thead>
<tr>
<th>Name</th>
<th>Description</th>
<th>Day</th>
<th>Start Time</th>
<th>End Time</th>
<th>Location</th>
<th>Speakers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>First Timer’s Orientation</strong></td>
<td></td>
<td>Monday, 3/9</td>
<td>5:00 PM</td>
<td>6:00 PM</td>
<td>Room 301</td>
<td></td>
</tr>
<tr>
<td>Accreditation Process</td>
<td></td>
<td>Monday, 3/9</td>
<td>11:00 AM</td>
<td>4:30 PM</td>
<td>Room 321</td>
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<tr>
<td><strong>Workshop</strong></td>
<td></td>
<td>Monday, 3/9</td>
<td>2:00 PM</td>
<td>5:30 PM</td>
<td>Room 410</td>
<td></td>
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<tr>
<td><strong>Pride in Camping Pre-Conference</strong></td>
<td></td>
<td>Monday, 3/9</td>
<td>1:00 PM</td>
<td>4:00 PM</td>
<td>Room 419</td>
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<tr>
<td>EPIC Pre-Conference</td>
<td></td>
<td>Monday, 3/9</td>
<td>10:00 AM</td>
<td>6:30 PM</td>
<td>Rooms 401 &amp; 404</td>
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<tr>
<td><strong>Youth Mental Health First Aid Course</strong></td>
<td></td>
<td>Monday, 3/9</td>
<td>10:00 AM</td>
<td>5:00 PM</td>
<td>Room 412</td>
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<tr>
<td><strong>Best. Supervisor. Ever.</strong></td>
<td></td>
<td>Monday, 3/9</td>
<td>9:00 AM</td>
<td>6:00 PM</td>
<td>Room 416</td>
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<tr>
<td><strong>New Director’s Orientation</strong></td>
<td></td>
<td>Monday, 3/9</td>
<td>8:30 AM</td>
<td>4:30 PM</td>
<td>Room 304</td>
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<tr>
<td><strong>First Timer’s Orientation</strong></td>
<td>Telling a fascinating story is the best way to create an emotional connection</td>
<td>Tuesday, 3/10</td>
<td>8:30 AM</td>
<td>9:30 AM</td>
<td>Room 309</td>
<td>Luisa Solorzano-Ferrer</td>
</tr>
<tr>
<td><strong>Tell an Awesome Camp [Instagram] Story</strong></td>
<td>with your audience and guess what? Instagram is ALL about storytelling! The summer camp experience is full of amazing narrative. Our content is waiting to be shared and Instagram is the perfect platform to do so. 500 million users use Instagram Stories every day. Why? The format feels more genuine and the opportunity for narrative! Come in and explore the “why, what, and how” of an awesome camp [Instagram] story.</td>
<td>Tuesday, 3/10</td>
<td>8:30 AM</td>
<td>9:30 AM</td>
<td>Room 309</td>
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<tr>
<td><strong>How to Navigate Your Way through Sessions at Tri-State</strong></td>
<td>This session will help you jump start your experience here at Tri-State. Come to this discussion and meet with peers in similar roles at camp and find the best sessions to attend. Businesses, large and small, and investors across the global marketplace, face an economy of ever-increasing complexity and new challenges and opportunities. Hear from Chris about some of the major trends shaping the current business climate.</td>
<td>Tuesday, 3/10</td>
<td>8:30 AM</td>
<td>9:30 AM</td>
<td>Room 402</td>
<td>Todd Robbins &amp; Brent Osborne</td>
</tr>
<tr>
<td><strong>Your Camp and a Changing Global Economy</strong></td>
<td>Life is a journey not a destination... and we feel the same way about camp. The decentralized program philosophy is grounded in the premise that children learn best from what they think through and decide on their own. This offers an alternative to the typical structure of camp where the schedule moves campers from boating, to basketball, to arts and crafts, to dinner. Decentralization requires campers to be largely responsible for the content of their experience. Here, staff become the shepherds rather than the engineers. Are you interested in carving out camper-guided, unstructured time at your camp? Join us as we talk through the awesome challenge of creating truly child-centered spaces at camp, and leave with practical ideas for implementing this approach within your program. Walking the fine line between ego-driven leadership and humility-based leadership can be really tough for some staff. Lots of staff make it “all about them” and they don’t even realize it. This session will give you some awesome takeaways to help staff self-reflect on their motives about working at camp with kids and with each other.</td>
<td>Tuesday, 3/10</td>
<td>8:30 AM</td>
<td>9:30 AM</td>
<td>Room 318</td>
<td>Christopher Meeske, CIMA</td>
</tr>
<tr>
<td><strong>The Path from A to B: Incorporating an Unstructured Approach into Camp</strong></td>
<td></td>
<td>Tuesday, 3/10</td>
<td>8:30 AM</td>
<td>9:30 AM</td>
<td>Room 404</td>
<td>Molly McCue &amp; Riel Peerbooms</td>
</tr>
<tr>
<td><strong>Removing Your Ego: Teaching Your Staff How to Be a Leader at Camp and Not Make it All About Them</strong></td>
<td></td>
<td>Tuesday, 3/10</td>
<td>8:30 AM</td>
<td>9:30 AM</td>
<td>Room 311</td>
<td>Stephen Maguire</td>
</tr>
</tbody>
</table>
R.A.M.P. It Up: Curriculum Planning for Relevant and Meaningful Programs

Part of the magic of camp is the wonderful activities that campers can be a part of. Often times, there are amazing activities that can be unplanned and spur of the moment. The rest of the time, however, activities need to be planned and intentional. Specialists need time to plan, organize and create a curriculum that is age-specific and has tangible outcomes. In this interactive session, come learn how to engage specialists in creating a curriculum for their activity area and how to provide meaningful feedback all summer long. We will explore how to train specialists to design and evaluate a program that meets individual camper and group needs and that ramps up throughout the summer.

Tuesday, 3/10 8:30 AM 9:30 AM Room 411  Gregg Licht

Game Changing Meetings

Most of us never took a course on meeting design, but we have all learned from our experiences. Typically, we adopt meeting strategies that we have seen in effective meetings and avoid those that led to frustration. That works up to a point, but there is a different approach that has proved successful for leaders across the country. This session will provide an overview of an intuitive framework that has been taught to hundreds of camp and nonprofit leaders in multi-day sessions. This overview of Game Changing Meetings will introduce you to a step-by-step approach to a new way to plan and deliver meetings that are efficient, effective, and engaging. You won't leave as an expert in this approach, but you will have insight into different strategies and a few simple tips to enhance your meeting planning and delivery.

Tuesday, 3/10 8:30 AM 9:30 AM Room 419  Paul Katz

Kindness, Inclusivity, and Mischief

Join us for an interactive workshop for professionals who want a kinder, more inclusive camp experience. Inclusive initiatives support anyone who has ever felt different, which turns out is all of us at one time or another. In this workshop, we will share our experiential approach to inclusivity. Our approach to inclusivity is rooted in social-emotional learning and the belief that people can be better to each other when they learn to be better to themselves first. In this workshop, we will do an interactive activity and co-create a story together about a non-binary hero and their adventure into identity, belonging, and connection. By going through this fun experience, participants will learn 6 new strategies that make inclusivity accessible and easy to practice. By the end of the workshop, participants will have new tools and skills that they can use to make their camp environment more inclusive for LGBTQ+ campers and staff and kinder for all of their community.

Tuesday, 3/10 8:30 AM 9:30 AM Room 418  Jaclyn Harte & Bettina Harriman
<table>
<thead>
<tr>
<th>Topic</th>
<th>Description</th>
<th>Time</th>
<th>Room</th>
<th>Speaker(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Equity and Inclusion Strategies in Camps: Fitting In vs. Belonging</strong></td>
<td>What does it mean to fit in? What does it mean to belong? In this participatory and interactive session, participants will first reflect on these questions and discuss how they relate to conversations of diversity, equity, and inclusion in camps. Second, drawing on the collective wisdom in the room, participants will share successful strategies that promote equity and inclusion in camps. Strategies involve camper programming, staff training and support, marketing and communications, facilities, and other camp elements. Come to this session to get inspired to provide a sense of belonging for your camp community while advancing equity and inclusion.</td>
<td>Tuesday, 3/10 8:30 AM - 9:30 AM</td>
<td>Room 403</td>
<td>Ann Gillard</td>
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<td><strong>Navigating Conflict to Improve Camp Culture</strong></td>
<td>Inspired by the highly effective &quot;pick a door&quot; concept True To Life developed for camp professionals, this session addresses how to best navigate and let go of the many conflicts that arise in camp. Jay and his team of professional actors will help to shift the negative mindset around confrontation, both for the conflicted and those responsible for managing positive job performance and high standards in customer service. We will take a hard look at the impact conflict has on camp and introduce strategies to heal and strengthen camp's culture. Get ready to laugh, learn, and bring your walls down as we take a deeper dive into managing conflicts at camp.</td>
<td>Tuesday, 3/10 8:30 AM - 9:30 AM</td>
<td>Room 302</td>
<td>Jay Frankel</td>
</tr>
<tr>
<td><strong>Partnering with Parents - Preventing Sexual Abuse</strong></td>
<td>No child should leave home without being taught by their parents how to protect themselves from inappropriate sexual contact. Cathi Fischer, LCSW, an experienced camp clinician will present the &quot;No Touch Zone,&quot; a teaching tool for parents. Preventing sexual abuse at camp is a top priority; by sharing this teaching tool with parents pre-camp, including it in staff training, and reviewing with campers, camps and campers will be better prepared.</td>
<td>Tuesday, 3/10 8:30 AM - 9:30 AM</td>
<td>Room 313</td>
<td>Cathi Fischer</td>
</tr>
<tr>
<td><strong>Governance Matters: Activating Your Board to Support Your Camp’s Growth</strong></td>
<td>Is your board underutilized? Are board members disengaged? Learn to activate them to meet your strategic goals! Successful nonprofit camps rely on volunteer boards and committees to guide fundraising, policy development, programming, and overall direction. Through facilitation and an interactive assessment tool, participants will examine the four key factors of board development: identification, orientation, engagement, and preservation. Together, participants will learn and share strategies and tools for implementation to improve existing governance. The session will be led by JCamp 180, a program of the Harold Grinspoon Foundation, a leading expert in organizational development. Facilitators will share their expertise to improve governance in the wider camping community.</td>
<td>Tuesday, 3/10 8:30 AM - 9:30 AM</td>
<td>Room 401</td>
<td>Sarah Eisinger &amp; Natasha Dresner</td>
</tr>
</tbody>
</table>
**Engaging Returning Staff in Staff Training**

Your returning seasonal staff members can be one of your greatest assets during staff training or they can be one of the biggest pains. Direct their power and influence for good this year by having them deeply engaged with staff training. This session will outline some of the best practices for ensuring your returning staff members are living by the mission of camp and investing in the new emerging leaders, all while setting a fantastic example during training. This session will also provide a model for talking about leadership and the role returning staff have in fostering growth in new staff that can be adapted to any type of camp.

Tuesday, 3/10 8:30 AM - 9:30 AM  
Room 421  
Ruby Compton & Beth Allison

**When To Worry - Tips and Strategies for Working with Anxious Campers**

Anxiety disorders are the most common type of mental health problem that millions of children struggle with. This session will focus on what anxiety is and how to recognize it in children. Common anxiety characteristics will be discussed and what it may look like in the camp setting. Common camp-related anxieties often include fears of separating from caregivers, fears related to swimming, the weather and trying new things and healthy risk-taking. In addition to highlighting common anxiety disorders in children, this talk will offer specific strategies that will be useful for camp staff. Strategies discussed will include what positive reinforcement is and how to use it, how to set up bravery-directed tasks and how to support campers without giving too much reassurance.

Tuesday, 3/10 8:30 AM - 9:30 AM  
Room 417  
Rachel Busman

**Icebreakers that Do More than Break the Ice**

We've all done them... those icebreakers that camp directors lead at the start of staff orientation or a staff meeting. Yes, they're a fun way to start things off, but did anyone ever take the time to explain "WHY" we do these goofy games and silly activities? The debrief or reflection is the most important part of every training exercise. It's what gives us the teachable moments that we need to convey important messages to our staff about how we need them to behave at camp. During this session, attendees will participate in a variety of unique, fun, and impactful icebreakers. We will share meaningful debriefs for each one that you can incorporate into your staff training so that your icebreakers do more than just break the ice!

Tuesday, 3/10 8:30 AM - 9:30 AM  
Room 201  
Jed Buck & Roz Buck

**Play = Happiness: Activities that Elicit Happy Chemicals in the Brain**

There are 4 primary chemicals in our brains that affect our overall happiness. This workshop will demonstrate and increase the level of those chemicals in our own brains through a series of playful activities. It can often be hard to justify taking time out of our busy days to play, but (as camp professionals know) the benefits are far-reaching, such as increased focus, improved critical thinking, and it can even be seen to decrease the urge to pick up our cell phones. So, come prepared to play and experience some happiness!

Tuesday, 3/10 8:30 AM - 9:30 AM  
Room 312  
Phil Brown
Sustainable Camps - Be the Environmental Leaders Our Youth Demand

Today’s young people are facing an existential crisis, and many of them are passionately demanding that the adults around them take action to protect the environment and their futures. Being at camp means, more often than not, being in and amongst nature. The natural setting guides programming and activities, yet we often neglect to do the simplest of things to ensure its sustainability - efforts that are both necessary for the good of our camp, our kids, and the global community. Join us to hear about the sustainability efforts undertaken at Usdan Summer Camp for the Arts and how the camp is implementing environmental consciousness in activities across its’ campus; share what’s happening at your camps; and conceptualize fresh solutions. This interactive session will feature presentations, videos, and breakout work groups.

Sustainable Camps - Be the Environmental Leaders Our Youth Demand

Recruiting great staff is hard. We spend tons of time, money, and energy stressing about getting the best new staff. Let’s get better at keeping the great people we already have. At the heart of staff retention is building culture, connection, and value. This session will explore the how and why we can provide value to our seasonal and year-round staff so they stick around, make a greater impact, and build better camps.

15 Ways to Keep Your Best People

Dim the lights, break out your glow sticks, and prepare to get loud, ’cause we’re about to turn up the heat for this one! Come join day camp S’mores Professionals, Angie and Sarah, for an interactive “campfire” circle. This session will give concrete examples of songs and games to help you stoke your existing campfire programming or implement new traditions. We will be sharing our personal journey of how we infuse traditional overnight campfire experiences into a day camp setting.

Got S’mores?: Interactive Campfire Experience

In this session, we’ll share tips on getting started on building your off-season rental business into a respectable income stream. We’ll talk about everything from transitioning from camp to marketing, staffing, food purchasing, fee structures, and types of groups. You’ll get points-of-view from both private and non-profit camps. Our first-hand experiences will save you lots of time and give you easy ways to get started.

Building a Group Rentals Business: What You Need to Know

Have you ever come home from camp and found yourself enthusiastically hugging everyone and over-smiling at strangers? This phenomenon is one result of the Hidden Curriculum at camp. The term ‘Hidden Curriculum’ refers to all of the unspoken expectations in a specific place, or in a group of people. At camp, that means there is a complicated code for how we interact with each other, and how we interact with campers. Anyone who is new to a camp environment might find our campy behavior unfamiliar and possibly untrustworthy. Join Sylvia for this practical session about explaining your Hidden Curriculum to staff and campers and helping more people find their happy place at your wonderful camp.

Hugs, High Fives, and Happiness: Our (Strange) Hidden Curriculum at Camp

Tuesday, 3/10 8:30 AM 9:30 AM Room 415

Lauren Brandt Schloss

Tuesday, 3/10 8:30 AM 9:30 AM Room 303

Jack Schott & Sylvia van Meerten

Tuesday, 3/10 9:45 AM 10:45 AM Room 202

Angie Weldon & Sarah Faulkner

Tuesday, 3/10 9:45 AM 10:45 AM Room 417

Susan Vogel, Brian “Bubba” Cohen, & Justin Mayer

Tuesday, 3/10 9:45 AM 10:45 AM Room 301

Sylvia van Meerten
### Marketing, Positioning, and Explaining Summer Camp to Non-Camp Families

Four out of five American children do NOT attend summer camp. Their parents didn’t attend camp, and they have NO IDEA what you are talking about in your marketing materials or what’s going on at your camp. Their “camp” frame of reference is probably “Meatballs,” “Friday the 13th,” the new season of “American Horror Story,” or if you’re lucky, “Wet Hot American Summer.” They’re afraid that your staff employs pedophiles, they don’t realize that you employ lifeguards or nurses, and they most likely feel that your camp is exorbitantly expensive. LET’S GO GET’M! Whether it’s their cost/benefit analysis, cultural differences or sheer ignorance, these folks just won’t dig you... until you hit the right note in your messaging, and the right incentive for them to give you a try. Let’s discuss techniques so that your camp can flourish in a future with diverse populations and camp neophytes (most of America!).

### Icebreakers are Terrible: 5 Must-Do Staff Relationship-Building Activities

Please stop doing icebreakers! They are cheesy, awkward, and forced. Teach your staff how to get to know each other in meaningful and memorable ways. This session will give you the chance to participate in 5 staff relationship-building activities that will change the way you look at how your staff gets to know each other.

### The Art and Power of Utilizing Leverage Points

Advance your counseling skills to the next level! Everyone has idiosyncratic things in their life that intrigue them, motivate, and inspire them and move them to action. Sometimes it is obvious what these are, but often it is not. Learning to identify and utilize these leverage points empowers you to be a far more effective agent of influence and change in the lives of others. It allows you to do more with less and often to get results when no one else has. Whether you want to intervene in a crisis, deliver a life-transforming message, get a divergent group to become unified, or just get a group of 12-year-olds to listen and follow instructions... what you learn here will make the difference. Illustrated by 10 thought-provoking real-life stories, this session will explicate the strategies and mindset you’ll need to identify and utilize leverage points. Elevate the effectiveness and success of your program and your impact on campers and staff!

### From Struggles to Strength: How Can Your Camp Build Resilience in Campers, Parents, and Staff?

Resilience built from challenging moments becomes an invaluable source of self-care and strength. Summer camp can be the ideal place where campers can take risks, fall forward, and become stronger. So can the young adults that care for them at camp, and their ‘helicopter’ parents who want to protect both campers and staff from afar. This panel will address the value and impact of resilience and will provide specific skills, systems, and training ideas camps can utilize. Hear from 3 renowned camp directors and an experienced psychotherapist in this interactive, informative, and extremely important session!
“Tune-Up” Your Facilitation Skills

Over the years, you have developed a facilitation style that is comfortable, but when is the last time you considered how you might improve? This session will provide a framework to help you “tune-up” your facilitation skills. You lead and guide conversations every day at work: in large group settings, during training, at staff meetings, with campers and parents, and when you are in “supervision mode”. While each of those situations has unique challenges, there is a common set of skills that will help you to be consistent and consistently successful. To create focus during this session, we will focus specifically on facilitating small group meetings. We will explore several strategies (and practice a few) to help you ensure clarity, foster engagement, and keep the agenda moving at the right pace.

Managing Risk Management: Reviewing And Refreshing Your Policies and Procedures

In this session, we will take a look at the process of reviewing policies and procedures. This task may be one that your camp has not done recently, but is of vital importance to risk management and getting your organization set up for success! We will add strategies to write effective and meaningful policies, both pre-existing and new.

H2 Uh - Oh: Strategies to Improve Your Camp’s Aquatic Program

The aquatic program is one of the most important activities and dangerous places at any camp. A successful swim program involves many integral parts, along with with the aquatic staff facilitating safety and swim instruction. This session will provide strategies to help improve your camp’s swim program. In addition, we will discuss solutions to some common issues or questions that camps may encounter throughout the summer.

The Early Stages of Performance Management

At Tri-State 2019, Jay and his team introduced a performance management cycle that included four chronological tools: Feedback, Coaching, Counseling, and Corrective Action. That session primarily addressed strategies for counseling staff when they lose motivation. This year Jay’s focus will be on the beginning stages of this management cycle; providing feedback and quality coaching. Help yourself and other camp supervisors stop over-thinking the feedback process. Learn to prepare inexperienced supervisors to master the beginning stages of staff job performance. Use coaching not only as a way to build skills, but also a means to clarifying a supervisor to staff relationship for optimal results.

Suicide Alert: This One You Can Never Get Wrong

Nothing is better than seeing smiling campers and counselors enjoying themselves and having a great time. It is hard to look at the possibility that behind those smiles might be hiding sadness, tears and in some cases, thoughts of suicide. Come learn what to do when a camper or staff talk of suicide.
### Interactive Staff Training Activities

You expect staff to think on their feet, why not train them on their feet? This workshop will cover a wide range of helpful staff training topics, from icebreakers, getting-to-know-you activities, to activities that help staff embrace their different work styles and talents. Help your staff develop skills for how a team communicates, makes decisions, recognizes conflicts and solves problems - all in an atmosphere that is non-threatening and FUN! Come prepared to participate and play.

**Details:**
- **Date:** Tuesday, 3/10
- **Time:** 9:45 AM - 10:45 AM
- **Location:** Room 201
- **Presenter:** Michelle Cummings

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### Delegation Can Be Learned. Here’s How!

Delegating tasks is often identified as one of the most difficult skills to master. In this session, Ruby will get you in the right delegation state of mind by teaching you how delegated projects can be done right the first time. Participants will also learn how to set up routine feedback loops and verify the work is being done correctly without being a micromanager. This workshop will earn attendees hours of time back in their summers, simply by teaching them to utilize their newfound productive delegation skills.

**Details:**
- **Date:** Tuesday, 3/10
- **Time:** 9:45 AM - 10:45 AM
- **Location:** Room 421
- **Presenter:** Ruby Compton

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### Human Capital Management Is Trending. Are You Up To Date?

Human capital management: what does it all mean? Samantha will bring her expertise to the table and share educational tips about the combination of employee management, payroll, and HR, otherwise known as human capital management. In particular, we will focus on the employee onboarding experience and ways to create a positive and professional culture from day one.

**Details:**
- **Date:** Tuesday, 3/10
- **Time:** 9:45 AM - 10:45 AM
- **Location:** Room 310
- **Presenter:** Samantha Chauveau

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### Creating a Culture of Service Excellence

What is the definition of Service Excellence? How does it affect the loyalty of your campers and more importantly their families? How does it impact your employees’ engagement in their jobs? Your camp? How can a culture of service excellence be used to increase growth? In this seminar, Chris Meeske, CIMA, Senior Research & Portfolio Strategist, will share success stories and best practices from the firm Gerstein Fisher. Whatever a business is offering its customers and clients, going "above and beyond" can be a key to success in any industry.

**Details:**
- **Date:** Tuesday, 3/10
- **Time:** 9:45 AM - 10:45 AM
- **Location:** Room 318
- **Presenter:** Christopher Meeske
IF HARRY HOUDINI RAN A CAMP: The Step-By-Step Magic Secrets to Producing Intentional Youth Development Every Day

From Michael’s newest 2020 book “The Intentional Camp”, this session demonstrates a practical and powerful approach to deliver on our most challenging promise: to use camp to really change young people in lasting ways. Providing real youth development doesn’t have to be as difficult as many people make it. This session is designed to make success easier. Most of us love a step-by-step approach to keep from being overwhelmed, and when it’s done right, it should be fun, exciting, and motivating. And, you’ll see in this exciting session that to energize and educate staff, a fresh, fun “hook” always helps - we can use the art of magic and some little-known facts in the incredible story of the most famous magician in world history as an engaging 2020 theme, so staff learn that changing people through camp doesn’t just “happen”. Like magicians, we can employ and practice special techniques to accomplish amazing results. Get new materials and activities to teach your leadership team, program directors, and staff the tricks to using everything on the camp schedule to have fun teaching specific life skill behaviors.

Tuesday, 3/10 9:45 AM 10:45 AM Room 303
Michael Brandwein

Replacing Judgement with Curiosity

We have all, at one point or another, judged too quickly. How many times have you experienced a waiter or salesperson who was short or not as friendly as you would have liked? Did your brain automatically go to a place of judgement before wondering what might be happening in that person’s personal life? The same thing happens at camp! How can we replace judgement with curiosity while on the phone with a tough parent? How about working with a frustrating staff member? And of course - helping a camper to grow? Through videos and takeaways for staff orientation and tangible tools for working directly with campers, this session will give you the skills to help yourself, your staff, and campers better replace judgement with curiosity.

Tuesday, 3/10 9:45 AM 10:45 AM Room 304
Adam Baranker

Stop Stealing Our Culture: an Anti-Colonialist Toolkit for Summer Camps

The history of summer camps in North America is a rich tapestry of colourful traditions, and the habit of borrowing images, language, and cultural practices from Indigenous peoples is deeply interwoven into the fabric of that tapestry. The way we borrow indigenous traditions matters, and it is important to acknowledge that summer camps have a history of appropriating First Nations culture ways that are ignorant, disrespectful, and that inadvertently perpetuate oppression and colonialism. There is a lot we can learn from native traditions, and these lessons often beautifully compliment the values we seek to teach at our summer camps. So how do we identify harmful and appropriative practices at our camps? How do we respectfully approach opportunities for valuable cultural exchange and learning? How do we reconcile living and working on stolen indigenous land? And why is it so important that, in our field of teaching and caring for the next generation, we learn the value of listening?

Tuesday, 3/10 9:45 AM 10:45 AM Room 315
Caleb Seguin
<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Room</th>
<th>Speakers/Panelists</th>
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<tbody>
<tr>
<td><em><em>VOCE</em> Tuesday: Sustainability and Efficiency in Camping</em>* (Pre-Registration Required)</td>
<td>Tuesday, 3/10</td>
<td>12:45 PM - 2:00 PM</td>
<td>Room 412</td>
<td>Panel of Camp Directors</td>
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<td>Join us for an in-depth discussion around what camps are doing to become more efficient and sustainable. Bring your best ideas and projects you have done at your camp (solar panels, pool covers, composting, plumbing) to share with the larger group and hear from an expert in the field around what camps should be doing to ensure they are saving money and the planet. This will be an interactive session and you will get real takeaways to bring back to your camp this summer.</td>
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<td>Have questions for your camp about standards? Considering being Accredited and want to know what is involved? Wondering about the new 2019 standards? Come find out about what's happening in the standards world of New York and New Jersey including updates, statistics and tips and hints for getting accredited.</td>
<td>Tuesday, 3/10</td>
<td>12:45 PM - 1:45 PM</td>
<td>Room 321</td>
<td>ACA Standards Committee</td>
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<tr>
<td>Members of the New York and New Jersey Standards Committee will be on hand to answer your questions, as well as learning and sharing with other camps. Were there moments in your visit in 2019 where you thought, “this is different?” You weren’t alone. Come fill a room with Accreditation visitors and let’s get ready a strong 2020 visit season. Members of the New York and New Jersey Standards Committee will join the group to help provide information about updates, understanding of common mistakes made, data from 2019 and tips and tricks to keep in mind for 2020. Have questions about best practices, a particular standard, or even just becoming a visitor then this is a chance to get those answers.</td>
<td>Tuesday, 3/10</td>
<td>12:45 PM - 1:45 PM</td>
<td>Room 320</td>
<td>ACA Standards Committee</td>
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<td>This Roundtable serves as a follow up to the earlier session: “How to Build Your Rental Business: What You Need to Know”. Everyone is welcome, even if you missed the initial session. This session will give us an opportunity to delve into more specifics about common questions and pitfalls that can arise when building a facility rental business. Topics will include some: setting your price structure and whatâ€™s included, staffing, single-year vs. multi-year contracts, housing options, when to say yes/no, making the most of what you have to work with, linens, meal times and length, renting to more than one group at a time, and more!</td>
<td>Tuesday, 3/10</td>
<td>12:45 PM - 1:45 PM</td>
<td>Room 418</td>
<td>Susan Vogel, Brian “Bubba” Cohen, &amp; Justin Mayer</td>
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<td>There is a lot written about change management in business, leading through change at a camp - where emotions are amplified and traditions reign - can feel impossible. Jodi has both successfully led camp communities through major change and has consulted with over 50 overnight and day camps on issues related to change management. Walk away from this session with a formula to apply and questions to ask when tackling any big changes in your camp.</td>
<td>Tuesday, 3/10</td>
<td>12:45 PM - 1:45 PM</td>
<td>Room 415</td>
<td>Jodi Sperling</td>
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<td>Bored of the same old activities you churn out summer after summer? Are some of your programs getting stale? Looking for a new HOT activity to do with your campers? Join four seasoned camp professionals as they facilitate this interactive session where they are encouraged to share their best and favorite activities that pack a punch. Up for discussion are evening programs, special events, Color War and everything in between. It is going to be impossible to leave this roundtable session without at least one new program idea.</td>
<td>Tuesday, 3/10</td>
<td>12:45 PM - 1:45 PM</td>
<td>Room 402</td>
<td>Gary Ross, Carly Meltzer, Dani Suchow, Dara Garcia</td>
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From birth through adulthood, we use our senses to explore and try to make sense out of the world around us. We do this by using our five senses. Children and even adults learn best and retain the most important information when they engage their senses. Many of our favorite camp memories are associated with using our senses. For example, sitting around a campfire smelling the roasting marshmallows and singing favorite songs. Months/years later when we smell that roasting marshmallow or hear a familiar song, it brings us back to a great camp memory. In this workshop, you will have a chance to make your very own sensory toys. You will learn ways to get in touch with all five senses: sight, sound, touch, smell, and even taste. Learn how to utilize new resources to even train our staff.

Organizational leaders share a vision rooted in their mission and values. A leadership framework establishes a strategic approach to translating this vision into action by providing an easy to implement system for reflection and growth, anchored by the overarching goals of the organization. Come prepared with your camp’s vision and mission in mind. Through examples, discussion, and practice, this session will leave you with food for thought as well as a template for creating a cohesive leadership plan.

This roundtable is intended for camp owners, directors, and other leadership staff to have an informal group discussion about our collective legal challenges in the camp industry. The discussion might include: employment agreements, staff handbooks, staff separations, camper participation agreements, liability waivers, retreat agreements, state camp regulations, mandatory reporting obligations, lawsuits against camps, and similar topics. The exact discussion topics will be determined by the participants. The roundtable will be facilitated by law firm partner and camp founder/director, Isaac Mamaysky.

One of the most impactful gifts we can give our staff and campers is to help them develop a growth mindset. A growth mindset, as opposed to a fixed mindset, is the belief that our “most basic abilities can be developed through dedication and hard work - brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment” (Carol Dweck). We will explore and discuss how to interweave growth mindset thinking into staff orientation and camp programming. We will also look at how the language adults use with children can transform children into more resilient and confident people!

The Spirit Pride Project seeks to provide an open space for youth and young adults holding LGBTQ+ identities to explore, share, and connect with others around spirituality. Join SPP Director KJ Jackson for discussion and connection opportunities, as well as activities and program ideas, for working with campers in spiritual spaces at camp.
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<th>Room</th>
<th>Speaker</th>
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<td>Social Media Best Practices and How To's When It Comes to Staffing</td>
<td>Struggling to connect to your staff? Want to be able to reach out to them in ways other than email? Come to this fun informative session all about social media and how to use it. Today’s staff are more active on social media platforms than any other form of communication or connection. Stop looking at social media as a place to post pictures and start looking at it as a way to talk to and connect with your staff. In this session, we’ll talk about the big three (Instagram, Snapchat, and Facebook) and how to use each one differently, when it comes to staffing. We’ll discuss the dos and don’ts for each platform, best posting times, and much more!</td>
<td>Tuesday, 3/10</td>
<td>12:45 PM</td>
<td>Room 411</td>
<td>Max Grossman</td>
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<td>You are Not Alone... Even If You Work that Way</td>
<td>Do you work from home, in a satellite office, or even in a setting where the only other person present is your owner/director/boss/etc.? Well then do we have a session just for you! Working remotely has its perks, but also presents a number of challenges, both personally and professionally. This session aims to bring together a group of people from similar situations, with the goal of having an open conversation about what works (and what doesn’t), best practices, technology/services that can help. This session will provide participants with a unique networking opportunity, which has the potential to grow into an entire sub-community within the camping industry!</td>
<td>Tuesday, 3/10</td>
<td>12:45 PM</td>
<td>Room 410</td>
<td>Max Claman</td>
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<td>Strengthen Connections with Your Insatiable Parents!</td>
<td>Velcro’, ‘Helicopter’, and ‘Lawn Mower’ parents demand more consistent attention to validate their choice of camp. In Focus Groups all over the country, parents are clear about their expectations and appreciative of what the camp experience can do for their kids. Develop a solid Communication Plan that will satisfy the most entitled of your parents and set the stage for families to return year after year.</td>
<td>Tuesday, 3/10</td>
<td>3:00 PM</td>
<td>Room 421</td>
<td>Joanna Warren Smith</td>
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<td>Ultimate Interviewing</td>
<td>Interviewing can be a daunting experience. This session will focus on the WHO, WHAT, and HOW to interview potential staff so that your camp can build the most effective working team. Specific emphasis on skills and techniques including how to structure the interview process, as well as what strategies to use that will help identify the strengths and challenges of potential employees will be presented.</td>
<td>Tuesday, 3/10</td>
<td>3:00 PM</td>
<td>Room 309</td>
<td>Corrie Sirota</td>
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<td>From Buddy to Boss: Managing Counselors Who Were Your “Friends” Last Summer</td>
<td>In 2012 my dream of becoming a summer camp director happened. There was only one problem. People who I thought would listen to me because they were my &quot;friends,&quot; now thought I was the enemy. I was not respected as a leader. They were using their phones in front of me, showing up late, and not listening to me! You will hear about the day I sent a staff member home who used her phone to Snapchat, and how I responded when she turned around and shouted: &quot;YOU CAN’T SEND ME HOME!&quot; I was about to give up until I learned the 3 essential tools that saved me. You will hear about the challenges I faced, the lessons I learned, and how I was able to lead &quot;friends&quot;.</td>
<td>Tuesday, 3/10</td>
<td>3:00 PM</td>
<td>Room 417</td>
<td>Christopher Quinn</td>
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Is Your Camp a Toxic Workplace?

As camp professionals, we often spend a considerable amount of our "off-season" focused on creating the "Best Summer Ever!" for our campers. Much of that time is spent developing resources for Staff Training focused on creating a culture of excellence, caring, and compassion. What if we are missing obvious indicators that despite our genuine efforts, our staff feel underappreciated and on the verge of giving up. This session will discuss the signs of a toxic workplace, how to fix areas of weakness and strategies to eliminate the negativity for good.

Tuesday, 3/10 3:00 PM 4:00 PM Room 303

Dave Malter

Building Sense of Place: Creative Approaches to Strengthen Connections to the Natural World

Connecting your staff and campers to your facility and its surroundings is important in order to promote a sense of belonging to something bigger than oneself and can lead to buy-in, respect for space, and ultimately returning for future summers. You can expedite this place-based connection through guided and independent investigation of the natural world. Staff from the Wildlife Conservation Society’s zoos and aquarium summer camps will help you discover various, simple scientific tools and strategies to use with your campers and staff to promote learning and empathy for the natural world. These activities can easily be incorporated into group activities, team builders, or annual investigations.

Tuesday, 3/10 3:00 PM 4:00 PM Room 404

Chris MacKay, Shannon Howard, Delilah Florentino, Edna Roquez

Strategic Planning: Aligning Mission and Relevance

Many organization leaders regard strategic planning as something between a fruitless fad and an onerous obligation. The truth is, strategic planning IS a lot of work, but it isn’t just a trend or a huge task that needs to be checked off your ever-growing to-do list. A well-conceived and implemented strategic plan becomes a critical tool for running a successful organization. In this session, we outline the process, timing and key elements that turn strategic planning into a critical tool for developing a camp’s strategic thinking and running a successful organization.

Tuesday, 3/10 3:00 PM 4:00 PM Room 308

Jill Macauley & Catherine Grace

Let’s Start at the Beginning: Building the Foundation for Your Camp - Team Building with Little or No Equipment

Nothing at orientation can be more powerful for you (and your staff) than team building. Come see how to set the tone at your camp orientation early by learning and bonding over fun activities that not only work for your staff but for your campers. And the best part is there is little to no equipment necessary so these activities can be done anywhere, anytime.

Tuesday, 3/10 3:00 PM 4:00 PM Room 202

Todd Lubarsky & Dan Giudice

The Value of Process Art in a Camp Program

Come learn the meaning and benefits of process art and its value in your camp program. As a group, we will explore how this approach can provide a framework to practice creative thinking and encourage the wonder that comes when kids are allowed to freely explore the art materials, projects or activities we provide for them.

Tuesday, 3/10 3:00 PM 4:00 PM Room 315

Kristina Hill
Demystifying Solar Power - How to Convert Your Camp (and Getting the Money to Pay for It!)

"We do not inherit the Earth from our ancestors; we borrow it from our children." Never before has the world been so acutely aware of the climate crisis threatening our very existence. The search and implementation of clean and renewable energy is a priority that none of us can ignore. Luckily, solar power (energy from the sun that is converted into thermal or electrical energy) is the cleanest and most abundant renewable energy source available. In addition, solar power adds value to camp and can keep energy costs very low. This potent and timely chat will demystify the process of implementing solar power at your camp. It speaks to the marketing value of making this switch and illustrates the step by step process of how camp owners can install solar power at their facilities.

Tuesday, 3/10 3:00 PM 4:00 PM Room 314

Mitch Goldman & Aaron Adams

How Do We Know Camp Matters? Measuring Camper Outcomes with ACA Tools

"Camp is so great!" Well, so what? We might offer great camps, but what are the outcomes of camp for campers? And can you measure the outcomes? Camper outcomes are the beneficial skills, abilities, knowledge, and attitudes campers gain because of their time at camp. Did you know that ACA has easy-to-use tools to help you measure camper outcomes? It's true! The tools provide outcome evidence from 3 different perspectives: parents, counselors, and campers. Come to this session to learn how to choose which outcomes to measure, how to administer the tools, how to make sense of the results, and how to use your results to communicate with stakeholders, and improve your camp.

Tuesday, 3/10 3:00 PM 4:00 PM Room 322

Ann Gillard

What Supporting Gender Inclusivity Really Looks Like

Why are gender-inclusive cabins worth doing? There are so many (bad) reasons to not offer a gender-inclusive cabin option, and many reasons that support gender-inclusive cabins that are vital to a youth's development and acceptance. The idea of gender-inclusive cabins is one that is starting to catch on in the camp world, however many boards, camp leaders, and parents seem apprehensive to the idea. We've been offering gender-inclusive cabins at our camp since 2014, we've eliminated all single-gender bathrooms, and have been developing other creative ways to dismantle the gender binary in the camp world. We'll talk about how to develop talking points, welcome trans campers, educate cis folks in helpful ways, and find out why it all makes a difference.

Tuesday, 3/10 3:00 PM 4:00 PM Room 318

Kris Fiore & Caleb Seguin
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<thead>
<tr>
<th>Session Title</th>
<th>Description</th>
<th>Time</th>
<th>Location</th>
<th>Presenter</th>
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<tr>
<td>&quot;Who's in the Room?: Building Inclusive Communities</td>
<td>How often do we really get the opportunity to bring our whole selves to an environment without feeling that we need to hide one piece? What are the spoken and unspoken norms within different settings that either contribute to an inclusive community or act as barriers? This session will allow participants to experience a community-building activity focused on creating an inclusive environment in which people from all identities are celebrated and welcomed. The activity also promotes learning across differences, diving below the surface, exploring our similarities and differences, and understanding the ways in which social identity may impact our experiences. This session will expose participants to a model for building a community that is affirming, welcoming, and safe for all of its members.</td>
<td>Tuesday, 3/10</td>
<td>Room 409</td>
<td>Marta Esquilin</td>
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<td>Inclusion Strategies to Help ALL Campers be Successful this Summer</td>
<td>Give your team the tools and confidence to welcome, engage, and support campers with diverse abilities to be successful at camp. This session will review the principles of inclusion and provide attendees with the understanding and practice of the inclusion strategies that reach different types of learners. Strategies include the use of a visual schedule, defining expectations, using a transition countdown and other self-regulation tools that are beneficial for campers with autism, ADHD or sensory processing disorders but are recommended to be used for ALL campers. Explore best practices around working with families, communication and dealing with behaviors. Work in small groups to practice and apply strategies by solving inclusion scenarios that typically occur in camp settings. Leave this session ready to implement these easy to use (and teach) strategies into your programs.</td>
<td>Tuesday, 3/10</td>
<td>Room 301</td>
<td>Lisa Drennan</td>
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<td>Choosing Courage: 3 Steps to Help Youth Speak Up, Stand Out, and Stay True to Themselves</td>
<td>In a perfect world, youth would fully and freely be themselves - in school, work and play. In reality, though, they are met with societal pressures, gender expectations and racial stereotypes that challenge their ability to be true to who they are. In this critical developmental stage, it is easy to magnify fear of rejection and ridicule...unless they've got the resources to speak up, stand out and stay true to themselves. Well, they do have the resources; they just need to know how to use them. In this interactive presentation, composed with the perfect blend of storytelling and research, This session teaches camp professionals a three-part process to help youth leverage tools of courage to manage fear and express their uniqueness.</td>
<td>Tuesday, 3/10</td>
<td>Room 304</td>
<td>Candace Doby</td>
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<td>Effective Debriefing Tools and Techniques</td>
<td>Are you good at the games but not so good at the debrief? Do you ask questions and get blank stares from your participants? This workshop will focus on 10 effective debriefing tools and techniques that are simple and easy to use. We will break each technique down and demonstrate different games or activities teaching the concept. Debriefing an experience helps participants connect lessons and activities they learned to the outside world. If participants are not allowed to reflect on their experiences then a lot of the learning may be lost. Mixing up your debriefing techniques will keep participants engaged.</td>
<td>Tuesday, 3/10</td>
<td>3:00 PM - 4:00 PM</td>
<td>Room 201</td>
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<td>Growth Hacking: New Ways of Thinking about Digital Marketing and the Camper Recruitment Experience</td>
<td>Customers changed how they buy... have you changed how you sell? The one thing all camps/organizations have in common is the buyer journey. We will start by thinking through the customer experience to help you optimize your narrative to be about the buyer, not your brand. In this session, we will cover consistent messaging, social media marketing, websites, and more to optimize customer development and close more families.</td>
<td>Tuesday, 3/10</td>
<td>3:00 PM - 4:00 PM</td>
<td>Room 310</td>
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<td>Team building for Free - Team building Activities that Won't Cost You a Dime!</td>
<td>Team building Guru Dr. Jim Cain shares his favorite team and community building activities that won't cost you a dime. Simple but powerful activities that create valuable teachable moments without breaking your budget.</td>
<td>Tuesday, 3/10</td>
<td>3:00 PM - 4:00 PM</td>
<td>Room 312</td>
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<td>Dealing with a Camp Crisis: A Personal Story of Navigating a Tragedy at Camp</td>
<td>Crisis situations are unpredictable. In 2014, River Valley Ranch (RVR) experienced a freak storm that took the life of a camper. Through this tragic situation, RVR learned some invaluable lessons that will help prepare you to deal with a potential crisis situation if it ever happens at your camp. Join Executive Director, Jon Bisset, to learn a framework you can use to effectively deal with the numerous challenges a crisis inevitably brings such as communicating with key constituents, the media, and caring for staff and families.</td>
<td>Tuesday, 3/10</td>
<td>3:00 PM - 4:00 PM</td>
<td>Room 313</td>
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<td>How to &quot;High Key&quot; Embrace All Things Gen-Z</td>
<td>Gen-Z honestly slaps, no cap. If this lingo makes you want to catch these hands, don't do us dirty - let us put you in the game. There is seemingly an unwritten rule for all of society that demands criticism of the generation below (think: Millennials are ruining the diamond industry because all they care about is brunch); it's time we break this habit and change our mindset about Gen-Z. Maybe we don't fully lean into their lingo, but we can certainly embrace other aspects of their culture to become better mentors. After this session, you will walk away with an amazing tool-kit to better understand all things Gen-Z. In order to best support this generation, it's time to stop judging their generational nuances and instead look at its advantages.</td>
<td>Tuesday, 3/10</td>
<td>3:00 PM - 4:00 PM</td>
<td>Room 311</td>
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<td>Urban Camps Meet and Greet</td>
<td>Network with fellow camp professionals who are operating summer programs in an urban environment for a meet and greet Tuesday afternoon. This is a great opportunity to connect with colleagues, discuss common challenges in running camp, as well as share successful practices. Join us to discuss transportation and operations, staff recruitment, and unique program ideas!</td>
<td>Tuesday, 3/10</td>
<td>4:15 PM - 5:15 PM</td>
<td>Room 420</td>
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<td>Event Title</td>
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<td>Pride in Camping Meet and Greet</td>
<td>Come connect with members of the LGBTQ+ camp community and find out how we can work together to make camps more inclusive. We will be looking towards connecting camps with subject matter experts (queer/trans+ camp pros). Come network with camp professionals who operate their programs on college or university campuses. ACA Inc. has developed a community for these camps to come together and learn from each other. This meet and greet is a chance to learn about the group as well as share concerns and ideas associated with camps running in this unique environment.</td>
<td>Tuesday, 3/10</td>
<td>4:15 PM - 5:15 PM Room 418</td>
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<tr>
<td>Camps on Campus Meet and Greet</td>
<td>Join us after hours for this participant-led session. In the Solution Room, you’ll play, connect, learn! Here’s a great, easy, fun way to learn highly useful skills while meeting lots of new camp friends at Tri State! Master trainer Michael helped us start this new Tri-State feature in 2017, and after rave reviews and a continued terrific turnout in 2018 and 2019, he’s bringing us yet another NEW EDITION with more of his best No-Prep, No-prop games that you can use with all ages, indoors and out. The campers—and staff!—will be having too much fun to know they are practicing important life skills like communication, leadership, respect, collaboration, and more. These easy-to-learn activities can and should be in the repertoire of every staff person. BONUS: You’ll also learn outstanding and unique game leadership techniques that can be used with any activity.</td>
<td>Tuesday, 3/10 5:00 PM - 6:00 PM Lounge</td>
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<tr>
<td>The Solution Room</td>
<td>Play, Connect, Learn! Here’s a great, easy, fun way to learn highly useful skills while meeting lots of new camp friends at Tri State! Master trainer Michael helped us start this new Tri-State feature in 2017, and after rave reviews and a continued terrific turnout in 2018 and 2019, he’s bringing us yet another NEW EDITION with more of his best No-Prep, No-prop games that you can use with all ages, indoors and out. The campers—and staff!—will be having too much fun to know they are practicing important life skills like communication, leadership, respect, collaboration, and more. These easy-to-learn activities can and should be in the repertoire of every staff person. BONUS: You’ll also learn outstanding and unique game leadership techniques that can be used with any activity.</td>
<td>Tuesday, 3/10</td>
<td>5:00 PM - 6:00 PM Room 303</td>
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<td>2020 Play with a Purpose: More of the Exciting Games that Teach Campers &amp; Staff Skills for Life &amp; Leadership</td>
<td>Play, Connect, Learn! Here’s a great, easy, fun way to learn highly useful skills while meeting lots of new camp friends at Tri State! Master trainer Michael helped us start this new Tri-State feature in 2017, and after rave reviews and a continued terrific turnout in 2018 and 2019, he’s bringing us yet another NEW EDITION with more of his best No-Prep, No-prop games that you can use with all ages, indoors and out. The campers—and staff!—will be having too much fun to know they are practicing important life skills like communication, leadership, respect, collaboration, and more. These easy-to-learn activities can and should be in the repertoire of every staff person. BONUS: You’ll also learn outstanding and unique game leadership techniques that can be used with any activity.</td>
<td>Tuesday, 3/10</td>
<td>5:00 PM - 6:00 PM Room 303</td>
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<td>Empathy Communications: The New Way for Talking to INTENSIVE Parents!</td>
<td>Come to this hands-on session to try some fun projects from our arts-and-crafts exhibitors. This is your opportunity to make ‘n’ take home some of their favorite projects. Each camp will be able to make one project per vendor (one person doing all or several people doing one of each). The vendors will be back in the Exhibit Hall at 10:30 am to answer questions.</td>
<td>Wednesday, 3/11</td>
<td>8:30 AM - 9:30 AM Room 411</td>
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<td>Arts ‘n’ Crafts Make ‘n’ Take</td>
<td>Come to this hands-on session to try some fun projects from our arts-and-crafts exhibitors. This is your opportunity to make ‘n’ take home some of their favorite projects. Each camp will be able to make one project per vendor (one person doing all or several people doing one of each). The vendors will be back in the Exhibit Hall at 10:30 am to answer questions.</td>
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GAMES! GAMES! GAMES!

We are excited to be offering a special new "session" this year! We have collected a group of camp professionals who specialize in games and bringing the fun to camp. Each speaker will present/play games for 30 minutes during the time slots below. Join in on the fun for one or two or come for all!

Wednesday, 3/11 8:30 AM 1:30 PM  
Room 312

- 8:30 AM Michelle Cummings
- 9:00 AM Joel Shapiro
- 9:30 AM Max Grossman
- 10:00 AM Chris MaCkay
- 10:30 AM Silvio Berlfein
- 12:30 PM Maria Gerena
- 1:00 PM Gerald Bolden

Beyond Bathrooms: Affirming Trans and Non-Binary Campers and Staff

Many of us have become aware of the need for our organizations to become more sensitive and affirming of transgender non-binary campers and staff, but we don't know where to start. Beyond Bathrooms is a workshop that will provide participants with the knowledge, awareness, and skills they need to create gender affirming environments and practices in their camps. This workshop will cover everything from terminology and foundational concepts regarding gender identity, to deconstructing assumptions of gender, to medical/intake forms, housing, bathrooms, and more. Participants will gain not only a nuanced understanding of these identities and issues, but also concrete tools and practices to make their organization more trans affirming. No prior experience or exposure to transgender identity needed, come learn with us!

Wednesday, 3/11 8:30 AM 9:30 AM  
Room 404

- Eva Fury & Hallie Herz

Age Appropriate and Choice-Based Programming for Special Needs Campers

Choice-based learning is a process in which learners have a greater sense of control over the way their interests, backgrounds, and preferences work together to enhance their learning and determine how they interact with programming. Come and find out how to implement choice-based learning at your camp. Many camps that primarily serve campers with special needs include campers over the age of 21. Come and learn some fun, diverse programming ideas that will focus on age appropriateness and take traditional camp games and activities and adapt them for all.

Wednesday, 3/11 8:30 AM 9:30 AM  
Room 402

- Jerri Walker, Caroline O'Brien, & Dylan Sloan
Throughout organizations, having a diverse staff has been shown to increase diversity in participants, improve staff dynamics, and develop cultures rooted in acceptance. However, many of these camps, which are a "happy place" for many, struggle to recruit staff outside of college-aged Caucasians and those camps that do recruit non-white staff find them sticking around shorter than the average staff lifecycle. The process of finding and keeping diverse staff to join us at camp can be unfamiliar, intimidating, and frustrating especially when we often strive to create a space that is welcoming to all. This session will address the elephant we can't seem to get in the room and help us walk through a cultural assessment of our camps while giving takeaways and tips on how to create a camp "for many".

Based on 400+ on-site summer assessments of resident, day, private and not-for-profit camps, it's clear that 'consistently at capacity and managing wait list' camps have very similar management styles. These successful camps are intentional throughout the year as they leverage current parent and camper relationships into returnees and proactively cultivate new camper interest. If your goal is to reach capacity and achieve wait list status, adopt these 7 habits and make it happen!

The Bucket Brigade! is an active, fun participation session featuring activities and games using multiple buckets and supporting equipment. Join us for some challenging, cooperative, fun, and exciting individual and group problem solving activities using buckets, balls, and bean bags. Challenge the world records, invent new challenges, and work together to solve the group problems using the multiple buckets.

Today's adolescents are growing up in a world filled with the pressures to perfectly perform and dealing with constant competition. Consequently, families, schools, and camps can find stressed out, anxious adolescents who may have difficulty functioning in everyday life tasks. This workshop will focus on identifying what normal stress reactions look like, how to identify the signs of anxiety, and why this age group tends to have "all or nothing" thinking. Strategies on how to help staff find balance in order to reduce these pressures will also be addressed in this session.

Each and every summer, camps are faced with staff training challenges in the kitchen. From the ever-increasing demand of specialty diets to the health department and general safety requirements, a well-run food service operation is critical to a safe and successful summer. In this session, we'll discuss simple techniques and strategies to prepare staff with the skills and knowledge to be value-adding components to your food service operation. From engaging staff pre-arrival to implementing proven training regimens throughout the summer, we can ensure staff feel engaged and valued from the time they sign their contract until the last meal is served!
Food Allergies at Camp: Managing Allergies, Anxiety and Special Situations

Food allergies continue to increase, and including campers with food allergies at camp can be challenging. We will review the basics of food allergy management to ensure that your staff is comfortable recognizing and treating allergies. Unfortunately, many myths persist regarding food allergies, and we will try to dispel these to help keep campers safe, but not overly restricted. Children (and their parents) with food allergies often have significant anxiety, and we will discuss strategies to minimize stress and fear for these kids. Finally, we will talk about how to include these kids in special activities, and what precautions need to be taken at camp.

In this session, we will outline the key elements to handling staff dismissals in a thoughtful and consistent manner. The strategies shared will include mindset approaches, preparation strategies, how to organize and conduct a thorough and impartial investigation, how to remain unbiased in decision making, and how to approach difficult conversations, including suspensions & dismissals. This session is ideal for anyone involved in staff dismissals at camp.

Facebook Groups: How to Engage Your Camp Community and Use Digital Groups to Your Advantage

Facebook's newest algorithm updates and prioritizes meaningful interactions between friends, family, and communities (over brands, for instance). Now Groups are an opportunity to gather individuals with similar interests together. Do you know how many Facebook Groups you’re in? You may not know the exact number but there are probably a handful you could list immediately. There are over 200 million people who are members of meaningful Facebook Groups today. "Meaningful" Groups are communities that become a key part of a user’s daily experience. How can you make your Camp’s Groups be considered ‘meaningful’? What are the algorithm changes and how can camps optimize Facebook Groups? How can you manage Groups without feeling overwhelmed? In this session, we’ll discuss what the updates mean, how to create or manage Groups effectively to build loyalty, and how you can extend your community and encourage an all-inclusive community that extends out of camp, off the digital platform into the real world.

With the innumerable US and state-mandated wage, hour laws and payment laws, determining if you are compliant can feel like a real knock in the head!
STEAM Educational Programs: Your Ticket to Increased Enrollment

Learn from the creator of Extreme Steam Science Kids how a STEAM program brings increased enrollment as well as excitement to your camp during your season as well as throughout the year. Learn how to differentiate your program and attract multiple demographics to your camp. Listen to the inventor of the Snappy XO robot explain how his robot can provide 21st Century Skills with innovation and design skill-building. Get an understanding of the entrepreneurial spirit and skillset that students need for the future that awaits them and how that can be accomplished at your camp. Participants will have time to interact with several STEAM products that have been used in the creation of this dynamic and revolutionary program.

Wednesday, 3/11 8:30 AM - 9:30 AM  
Room 315

Robert Budah, Anurag Purwar, & Mike Uretsky

ACA's Impact Study: New Research on Campers and Families

You know that research is a powerful tool for designing programs, training staff, and convincing parents why camp is the best choice for their child. Join us to learn about new findings from ACA’s Impact Study, which suggests that campers learn important social and emotional skills at camp, and these skills translate directly to school and beyond. We are also learning for the first time the specific things that happen at camp to promote lasting learning, and why families either choose to send their child to camp or not. We will share findings and plug-and-go strategies for marketing and staff training.

Wednesday, 3/11 8:30 AM - 9:30 AM  
Room 409

Laurie Browne

Your Most Perfect* Day One Staff Training Ever (And Exactly How to Make it Happen!)

Key Secret: The most important part of training is how we begin it. When we've got command of the details to do this beautifully, first impressions are made, a professional (“This is a real job!”) culture is created, the mission is forcefully communicated, relationships are formed, and motivation for great work is ignited. And wait—there’s more! We can also model how we want staff to welcome and set positive expectations with campers. Why try to figure out how to do all this yourself? We've asked master trainer Michael to do it for us, identifying the specific elements of a perfect (*well, as close as we can get!) start to staff training. The best part is you can use these techniques and activities in any part of your training, not just the beginning. You’ll learn how to eliminate surprising weaknesses in how many trainings start and replace them with original and creative ways to launch professional development like a powerful rocket. The session provides the materials and tools you can use to get everyone off to a brilliant beginning and keep it going to maximize real learning and apply skills on the job.

Wednesday, 3/11 8:30 AM - 9:30 AM  
Room 303

Michael Brandwein
Are You Meeting Staff Where They Are Rather Than Where You Wish They Would Be?

Unanswered emails. Requests (demands) for time-off. Over-involved parents. What’s the matter with young people today? Most likely nothing! We have more in common with this cohort of staff than one might think; their needs are just expressed differently. The way we view the world and the expectations we hold for others are heavily influenced by the population cohort to which we belong. For this and future staff recruiting seasons, we have an opportunity to communicate that we are in touch with the times and yet have a handle on timeless wisdom. Recruit staff by demonstrating that we understand the perspectives of those we hope to hire without compromising important vision and values.

Wednesday, 3/11 8:30 AM 9:30 AM Room 421 Kim Aycock

Accounting and Tax Strategies Relating to the Camp Industry: Improving Profitability and Lower Taxes

There are unique accounting and tax issues relating to the camp industry that all camp owners should be familiar with. Knowing these issues and understanding how to address them will allow camp owners to lower their tax burden, obtain more financing, and operate more efficiently.

Wednesday, 3/11 9:45 AM 10:45 AM Room 318 Andrew Zwerman

Alumni: Best Friends, Worst Enemies

Love them or not, alumni are here to stay! Best friends one moment and worst enemies the next. For the long term success of your camp, come learn how to keep alumni as your best friends. We’ll define what alumni are and why they are so passionate about camp. We’ll dive into the benefits on cultivating alumni for nonprofit and for-profit camps. Takeaways will involve best practices on how to communicate effectively, provide realistic accommodations, and turning them into your biggest advocate. We’ll also cover how to avoid pitfalls and stop yourself from setting yourself up to fail with alumni. This session is led by a combination of camp directors, active alumni, and camper parents!

Wednesday, 3/11 9:45 AM 10:45 AM Room 304 Dan Weir, Zach Eigenbrodt, & Jeff Daly

Demystifying Camper Behavior

As more camps are moving toward including people with special needs, it important to understand the function of behaviors that may be viewed as challenging. Behavior is a language and serves as a means for the camper to communicate unmet needs. Prioritizing an understanding of behavior contributes to the cultivation of inclusive camp culture. The camp experience is enhanced for administrators, staff, and campers.

Wednesday, 3/11 9:45 AM 10:45 AM Room 402 Jerri Walker, Caroline O’Brien, & Dylan Sloan

A Little Help from Your Friends: The True Story of Raising Thousands to Millions

In this session, Camp Mowglis will share its story of how it strategically built its fundraising program. The story began with a group of concerned volunteers creating a plan. Following the plan diligently, the fundraising program steadily transitioned from grassroots fundraising by implementing the basic blocking and tackling of an annual giving program. From there, the camp was in a position to hire its first Director of Development. Under their leadership, the Camp continues to build a thriving giving program and other fundraising campaigns.

Wednesday, 3/11 9:45 AM 10:45 AM Room 417 Jean Tickell, Jill Macauley, & James Hart
### Stand Up, Don't Just Stand By
This interactive workshop will focus on how to empower staff to support youth who find themselves in bullying situations as well as provide concrete techniques and strategies for bystanders so that they can support those being targeted by bullying behavior.

**Wednesday, 3/11 9:45 AM - 10:45 AM**
Room 309
Corrie Sirota

### Supervision Year-Round - Are You Doing All You Can to Make Your Staff (and Yourself) Successful?
Regardless of year-round or seasonal, staff supervision is an art and a sacred role that managers play in the lives of others. As society and culture shifts, so have the way we nurture and develop talent, and the expectation we have of the relationship between supervisor and staff. The balance between 'getting it done' and leveraging the process into a powerful tool of epic proportions will be outlined, discussed and (probably) debated! In addition, we will look at your own supervision (even if your supervisor is next to you!). How are you supervised? What methodologies, tips, and tricks may improve your toolbox? Are you a task or talk focused supervisor or supervisee? All of these and more will be included in this fun, dynamic session. Attend and use the session to trigger a conversation with colleagues, board members, and supervisors. Be prepared for a task or two and a renewed perspective on the importance of quality supervision.

**Wednesday, 3/11 9:45 AM - 10:45 AM**
Room 421
David Phillips

### Snow Globe Leadership: Shaking Up Your Leadership for More Influence and Impact
Today's reality is that leadership requires people with high levels of awareness and emotional intelligence who can empower, engage and align their team members. It's time for a shift -- a shift in your leadership, management and communication to engage and empower your team to achieve more and impact more. Attendees leave the session with new communication and accountability tools, team engagement and alignment strategies, and actionable tactics to improve execution. Get ready to shake up your leadership, your influence and your impact!

**Wednesday, 3/11 9:45 AM - 10:45 AM**
Room 303
Jeff Nischwitz

### Leading Camp to Be a More Racially Inclusive Space as White Camp Directors
It's no secret that the foundation of summer camp is built on white culture. In a time when inclusion and integration are at the forefront of conversations, join this discussion of the importance of inclusion for children of all races. Culturally, summer camp has not been a place for people of color and there are good reasons for those with white privilege to change this. Diverse social environments lead to cross-racial friendships and the reduction of stereotyping. Explore how you can foster an accepting environment for people from many cultures, ethnicities, and backgrounds. This session will challenge how you think about how and why you do things at camp, how to educate yourself and staff to foster the possibilities of integration, and where to start this process of change.

**Wednesday, 3/11 9:45 AM - 10:45 AM**
Room 404
Jackie McGowan & Laura Kriegel

### How Best to Secure Your Camp: A Review of Best Practices for Physical and Operational Security Procedures
Come learn and discuss with a camp security expert what it takes to build realistic, emergency and security procedures at your camp. This presentation will review the elements critical to improving the physical as well as operational security of your facility. It will review the most effective hardware to invest in, the different options out there (budget dependent), the role of security guards, the importance of security training, and what kind of training to focus on.

**Wednesday, 3/11 9:45 AM - 10:45 AM**
Room 301
Joshua Gleis
Adjusting Your Camp’s Culture

We love when our campers have fun and learn new skills in athletics, swimming, and crafts during the camp season, but of greater importance to most camp leaders is that children learn values and become even better people, better friends, and better leaders. Sometimes, our culture changes and needs to be adjusted, but how do we do that? We know that great staff members can make most activities fun and engaging, but how can we get our staff to teach values to children and keep focused on what’s really important? This session will focus on how a camp can define its culture (and the challenges that come with doing that) and make the teaching of values to children a high priority so your campers have their most valuable experience yet.

Protecting Yourself When Prior Sexual Abuse Claims are Made After Camp

When the email arrives from a former camper claiming that he or she was sexually abused while at your camp, what must you do to protect your reputation, your assets, and other members of your camp community who may have been victims? With new awareness (and new laws extending statutes of limitations for thirty years or more), camps can expect more of these claims to surface. Learn from an experienced attorney and public relations specialist what steps you need to take to protect all that you have worked so hard to achieve. In this session, I will share my staff training techniques for waterfront staff both pre-camp and during the season. I will also give tips on lessons for all swim levels from blowing bubbles to flip turns.

Beyond the Bubbles

All connections begin with some kind of showing up, or being present both physically and emotionally. This session is about teaching staff how to do that. Sometimes it doesn't take much skill, but a lot of effort, other times you have the talent, it's just being used in the wrong place. From the secret ingredients of listening to the basics of time management, we will cover practical training ideas and coachable strategies that teach counselors how to Show Up. Of course, to do that you have to know where you are going and be valued when you get there. How you Show UP for them may be the most important part.

Show Up: Teaching Counselors to Connect

Wednesday, 3/11 9:45 AM 10:45 AM Room 311 Jared Gelb

Wednesday, 3/11 9:45 AM 10:45 AM Room 313 Alan Cooper & Jeffrey Jubelirer

Wednesday, 3/11 9:45 AM 10:45 AM Room 415 Robin Breene Hetrick

Wednesday, 3/11 9:45 AM 10:45 AM Room 302 Scott Arizala
Enhancing Your Camp Program through Theme Camps

Specialty camps, or theme-based camps, are a popular trend for many day camp programs. In this session, you will learn about how we formulate and run week-long themed specialty camps throughout the summer. Each week, in addition to popular camps like traditional camp and sports camps, we offer approximately five to seven specialty programs that are "outside of the box" experiences for our campers. These camp themes can include anything from American Ninja Warrior, to Mermaid Camp, to "Welcome to Hogwarts", The Amazing Race, and the list goes on and on. You will be presented with all of the details included in these programs: budget, staffing, how to choose themes, schedules, and writing and implementing the curriculum. In addition, we will do a sample hands on activity, engage in an interactive brainstorm session, and provide two complete curriculum to take home. There will certainly be something that everyone can take away from this session and implement back at home!

Wednesday, 3/11 9:45 AM - 10:45 AM Room 401 Ilana Schlam

Vendor Showcase

Increase your visibility at Tri-State while having fun with attendees. The vendor showcase is for entertainers, entertainment companies, and game vendors who will give an abbreviated performance or demo of their game/activities to a direct audience of conference attendees. Come join in on the fun!

Wednesday, 3/11 9:45 AM - 10:45 AM Room 202 Jason Samuel

The Power of Social Control: How to Train Employees in Consent

Knowledge and healthy practices around consent can be difficult to define in any setting including camp. First, it is imperative that we come to a shared definition of consent. Therefore, in this session, we will discuss what it means to give consent. To do so we must also visit theories of how we use various forms of social control (i.e. positive incentives, gossip, threats of violence, etc.) to understand the conditions that lead to coercion, a state in which it is impossible to give consent. All of these are important areas to discuss with our staff considering that being social is a need and therefore, many people of all social backgrounds are more likely to say "yes" for the purposes of people-pleasing rather than risk the possibility of ostracism by saying "no". This session will include an activity to highlight the nuances of consent and provide time to discuss strategies to establish and tailor a culture of consent at camp.

Wednesday, 3/11 9:45 AM - 10:45 AM Room 322 Michelle Rufrano & Miles Gamble

Accreditation Process Workshop

Wednesday, 3/11 11:00 AM - 4:30 PM Room 321
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<tr>
<th>Event</th>
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<th>Presenter</th>
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<tr>
<td>JCC Camps Lunch and Learn Session with Michael Brandwein: Optimize Distinct Elements for Success (for JCC Camps Only)</td>
<td>Internationally acclaimed camp expert and master trainer, Michael Brandwein, has customized a session uniquely for JCC camp leadership. This session will focus on attracting and retaining campers by increasing our distinctiveness as camps rooted in Jewish values and tradition with year-round engagement opportunities that build community. A JCC camp is unlike any other camp and Michael knows the value of JCC camps intimately. The session will be filled with practical techniques and methods you can implement to embrace and optimize what makes your camp special and unique. Lunch will be provided. Please RSVP to Amy at <a href="mailto:a.grassel@jcca.org">a.grassel@jcca.org</a>, at least one week in advance (by 3/4).</td>
<td>Wednesday, 3/11</td>
<td>12:00 PM - 1:30 PM</td>
<td>Room 408</td>
<td>Michael Brandwein</td>
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<td>VOCE* Wednesday: The Camp Staff Crisis: What the Research Says and What We Should Do About It (Pre-Registration Required)</td>
<td>The camp staff crisis is real—it is harder today than ever before to recruit, engage, and retain qualified staff, which, for many camps, is creating a crisis of both program quality and financial sustainability. What's contributing to the crisis seems pretty clear: changing minimum wage and overtime pay legislation, expanding academic calendars and requirements, helicopter and bulldozer parents and their outsized role in the lives of today's emerging adults. But the research tells us a different story or at least a more nuanced one. In this session, we will face the crisis head-on, first by looking at new research findings and then by discussing what we should do as directors and leaders in the camp professional community.</td>
<td>Wednesday, 3/11</td>
<td>12:30 PM - 1:45 PM</td>
<td>Room 412</td>
<td>Laurie Browne</td>
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<td>Ops Hot Tops Roundtable</td>
<td>Join your fellow pros for conversation on a range of operational topics. Up for discussion: vendors/purchasing, transportation, food service, laundry, new administrative technology, and how we organize our time over the summer to make sure all of this stuff is covered. This is an opportunity to ask questions of each other, and to share (and steal!) best practices.</td>
<td>Wednesday, 3/11</td>
<td>12:30 PM - 1:30 PM</td>
<td>Room 419</td>
<td>Dan Zenkel</td>
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<td>4-H Camps Roundtable</td>
<td>Join other 4-H camp staff professionals to network and brainstorm with others in similar positions. Learn what others are doing within their state camp programs and share programming ideas and resources. Come hear more and participate!</td>
<td>Wednesday, 3/11</td>
<td>12:30 PM - 1:30 PM</td>
<td>Room 410</td>
<td>Amy Murphy &amp; Kelly Weisner</td>
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<td>Upcycled Itty Bitty Idea Images</td>
<td>Did you know if we don't change our plastic use by the year 2050 there will be more plastic than fish in our oceans??? So, come learn some fun ways for upcycling plastic. Water bottles and take-out containers will help us create a set of plastic itty bitty idea images that are great for getting a group talking. We'll be drawing shapes on recycled plastic and shrinking them down to miniature, itty bitty, size. These sets of shapes are great metaphors for teambuilding: they can be used as an introduction activity, or a debrief activity but also in so many creative ways. We'll also make a recycled container to hold our upcycled metaphor sets.</td>
<td>Wednesday, 3/11</td>
<td>12:30 PM - 1:30 PM</td>
<td>Room 420</td>
<td>Jen Hargrave</td>
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Camp Administrators Roundtable

Come join fellow Camp Administrators in a roundtable discussion! We will meet and discuss topics specific to the role of Camp Administrators in the day camp setting. Topics will include summer office staff and roles, transportation (routing and planning), camper and staff attendance, medical forms and more.

Wednesday, 3/11 12:30 PM 1:30 PM Room 415

Peter Goldberg

EPIC Roundtable: A Discussion with Emerging Professionals Just Like You!

If you are new to the camp industry and/or a young professional, then this is the session for you! In part a follow-up to Monday’s EPIC Pre-Conference, this Roundtable will also focus on other relevant topics, and function as an open discussion and networking opportunity as well. (EPIC = Emerging Professionals In Camping)

Wednesday, 3/11 12:30 PM 1:30 PM Room 401

Max Claman & Max Grossman

Color War!

This is the mother-load. The Big-Kahuna. The Grand-Daddy of them all! Color War! Walk away with a 92-page document on how to run a color war. Your color war. From start-to-finish. Take away hundreds of ideas on how to run your color war - how to make your color war better - how to shake up your color war and how to make your color war better than ever. There are plenty of ways to run it, and we are gonna show it all to you!

Wednesday, 3/11 12:30 PM 1:30 PM Room 402

Sam Bloom & Will Yahr

Building Your Toolbox so Everyone Feels Included!

Every camper is different, and every camper brings something special. In order to best support all the campers who walk through our gates, we need a toolbox of strategies to pull from. This session will help you build that toolbox with concrete ideas and strategies, tips/tricks/little tweaks, plus resources that you can take back to your staff to help support the variety of campers we see each summer. We’ll begin in small groups, exploring and learning from each other before moving into a deeper dive that will allow us to delve into best practices to support all of our campers, including those with different needs, including specific ideas for working with visual learners, campers with Autism, campers with learning differences, plus so many more!

Wednesday, 3/11 12:30 PM 1:30 PM Room 403

Sara Berlin Schreurs

Inquiring Minds Want to Know: Ask Questions and Share Ideas on Staff Recruitment and Hiring

All levels of camp staff (from leaders to counselors) are welcome to join this Think Tank - a session ‘turned inside out’ where facilitators from ACA’s Project Real Job will guide a discussion for participants to ask questions and exchange on-the-ground strategies that have been tried or are being considered. Those in attendance will share thoughts, practices, policies, and experiences about recruiting and hiring staff. The goal of this cooperative session is to leave with new ideas and new energy to continue finding and bringing onboard a variety of camp staff. The facilitators will be coordinating participant efforts, taking notes to be distributed post-conference, and sharing Project Real Job resources made available by ACA.

Wednesday, 3/11 12:30 PM 1:30 PM Room 411

Kim Aycock & Daniel Shore
In Search of Purpose: Helping Youth Find Their Driving Motivation

Purpose is a fundamental human motive that is at the root of major markers of success throughout one’s life. Youth with a strong sense of purpose experience greater life satisfaction and physical, mental, and emotional well-being, perform better in school, and have higher rates of college retention; adults with a strong sense of purpose also experience greater life satisfaction, financial and professional success, resiliency, and longevity. Though more than 75% of young adults report that they are searching for purpose and meaning in their lives, less than 25% of high school students have a sense of purpose. In this interactive session, participants will consider ways to foster their own sense of purpose and to help youth develop theirs. The session will be led by Yutaka Tamura, a leader of nXu (www.nxueducation.org), a non-profit focused on youth purpose development. nXu has previously partnered with Camp Chewonki in ME and is offering programming in 5 regions across the country.

Crafting Can Help: Anxiety and Stress Reducing Techniques for Campers and Staff

In today’s world, anxiety is a very real concern for children and adults alike and camps are not immune to this reality. What can we do about this? During this hands-on session, we will explore crafting as an aid to help alleviate stress and anxiety. Participants will learn two accessible techniques, kumi-himo, and wonder knitting, that are both fun, engaging, and promotes calmness.

Diversity and Inclusion at Camp: Why, How, and What it Looks Like

For some camps, diversity and inclusion is a core philosophy of their camp’s mission. For others, diversity and inclusion are a far-off goal with no road map to start this journey. This session is for the latter. It’s vital to the future of camp that every person feels welcomed. Part of fostering diversity and inclusive culture as a camp industry is making sure this topic is approachable for all. We’ll talk about the work the YMCA of the USA and Y camps across the country have been doing including the “Camp Inclusion Project”, a pilot study conducted by ten Y camps to study different diversity and inclusion strategies for the past two years. We’ll share findings from the pilot, cover tools to help you get started on a plan for your camp, cover takeaways that you can implement this summer, and include a handbook the “Camp Inclusion Project” created. Disclaimer: While this session is led by two cisgender straight married white dudes, we are fully aware we are also on a journey to increase diversity and inclusion at own camps.

Look Before You Leap: The Psychology of Risk Management

Here’s a sobering fact: accidents are the leading cause of death among adolescents and young adults. But seven principles of awareness can instantly reverse that trend at your camp. Sure, teens and young staff are more impulsive and less experienced than you’d like, but they can all learn mindful concepts that allow them to think about consequences before putting themselves or someone else in danger. Learn the keys to a safer community where common sense is actually common.
Maximize Your Camp’s Waterfront and Watersports Safety

A summer camp’s lake front has always been one of the most popular areas at camp, and over the years camps have added new programs to meet the demands of the campers. This growth has also added safety hazards and risks that need to be addressed. This session will educate directors and staff on ways to improve camper safety, fun, and participation at the waterfront.

Wednesday, 3/11 2:00 PM 3:00 PM Room 404
Eric Tackett & Loren Kleinman

E-cigarettes and the Youth Vaping Epidemic: What Adults Need to Know and How to Protect Our Kids

This session takes the audience through a comprehensive information session on youth vaping. Topics discussed will include: An introduction to e-cigarettes and vaping: What they look like and how kids have been targeted through social media, influencers and advertising, national teen usage rates, health effects of vaping (what is in vapes, how it affects the body and brain), and how to talk to kids about vaping (signs kids have been vaping and what to say).

Wednesday, 3/11 2:00 PM 3:00 PM Room 303
Roni Selig & Mimi Boublik

Addressing and Understanding Camper Mental Health Issues

So many campers are reporting anxiety and depression and there appears to be an explosion of mental health issues in our young people. In his every day job in the UK and world wide, Graham deals with these issues head on exploring the root causes of these struggles, helping young people to reflect, and rebuild their self-esteem. Camp professionals know and recognize that the summer months are a really crucial opportunity to help campers come to terms with the previous ten months of school and home life. Graham will share his ideas and his ‘G Time’ program that he runs at Camp Waukeela which helps campers create positive and unique solutions to improving their self-perception and self-image. Camp professionals can be forgiven for thinking that two months of camp activities are enough to help young people recover but Graham will demonstrate just how camps can be more intentional and deliberate by running their own "well-being" programs helping young people to leave camp happier.

Wednesday, 3/11 2:00 PM 3:00 PM Room 318
Graham Moore

In the Trenches: Relationship-Based Leaders in Action!

Last year at Tri-State, Dr. Steve Mazza presented his model of Relationship-Based Leadership, which is built upon a simple premise: the most important tool of any camp leader is the relationship that they cultivate with their staff throughout the summer. Relationship-based leaders invest genuinely in the personal and professional growth of their staff, which in turn increases staff motivation, performance, and morale. This follow-up panel discussion will feature four exemplary relationship-based leaders from both day and residential camp settings: Dave Skolnick (Hampton Country Day Camp), Jann Reissman (Camp Ramaquios), Adam Baker (Camps Equinunk and Blue Ridge), and Corey Dockswell (Camp Wicosuta). Join Steve as he moderates a discussion between these talented camp directors that will highlight the "ins and outs" of effective day-to-day leadership in camping!

Wednesday, 3/11 2:00 PM 3:00 PM Room 302
Steve Mazza, Dave Skolnick, Jann Reissman, Adam Baker, & Corey Dockswell

Weathering Camp: 10 Ways to Improve Your Camp’s Weather Awareness

Having someone at your camp that knows the weather really well can make a huge difference! This session will give you some easy and practical ways to integrate potential lifesaving weather information into your everyday camp life.

Wednesday, 3/11 2:00 PM 3:00 PM Room 311
Stephen Maguire
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<tr>
<th>Adapting Social Spaces to Foster Gender-Inclusive Camp Communities</th>
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<td>While gender diversity is gaining acceptance in today's society, trans, trans*, and genderqueer people continue to face barriers to full inclusion in school, workplaces and recreation spaces. While camps can play an integral role in supporting gender diverse campers and staff, many do not know where to start when thinking about creating gender-inclusive spaces. Often camps think of space in the physical sense, for example, washrooms, showers, and cabins. Of equal importance is the need to create safe and inclusive social spaces. In this session, Amanda will discuss impactful solutions, that are easy to implement and will serve to foster gender-inclusive social spaces at any and all camp programs and spaces.</td>
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<td>Wednesday, 3/11 2:00 PM 3:00 PM Room 322 Amanda Grassick &amp; Davin Allan</td>
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<th>Beyond Self-Care Strategies: Self-Awareness for Stressed-Out Staff</th>
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<td>Did you know that only 67% of leaders think the level of stress they experience at work is manageable? (Presumably, the other 33% were too stressed out to answer the survey.) Sure, stress is a reality of the camp world. You carry a lot of responsibility that can't simply be delegated or deep-breathed away. But there's a fine line between &quot;needing a break&quot; and simply &quot;breaking.&quot; This session won't teach you mindfulness techniques or meditation, but it will help you understand how stress both helps and hurts us in our quest to be amazing camp staff. And, it will help you to formulate a plan for when the stress-monster rears its ugly head.</td>
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<td>Wednesday, 3/11 2:00 PM 3:00 PM Room 313 Emily Golinsky</td>
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<th>Learn How to Keep Campers from Sitting Out of Activities!</th>
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<td>What do you do with that camper that won't play soccer? Won't get in the pool? That camper that just won't engage in that amazing arts and crafts project? Come learn strategies that we have trained coaches, teachers, counselors, and volunteers on how to engage children in an empowering framework to keep them not only connected but thriving in activities. Our strategies are utilized in our Dynamo Girl sports classes and beyond.</td>
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<td>Wednesday, 3/11 2:00 PM 3:00 PM Room 421 Mary Pat Draddy &amp; Vanessa Bennett</td>
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<thead>
<tr>
<th>Indoor Games for Rainy Day Weather</th>
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<td>Summertime is fun time. Campers love going outdoors for all the fun and physical activities the season has to offer. Summer also brings rain and your same campers’ energy will still be on a high level. This interactive session will provide your team and campers the movement needed to help channel all that energy in a positive, engaging fun-filled way. This session will provide techniques for your team to support campers’ social and emotional learning through cooperative active group games. You will learn some of the fundamentals of managing mixed age and age-specific groups, including encouraging fair play, building gross motor skills, setting clear expectations, and modeling good sportsmanship.</td>
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<td>Wednesday, 3/11 2:00 PM 3:00 PM Room 201 Gerald Bolden</td>
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</tbody>
</table>
### Projects: How to Start, So You Can Finish
Will you go back to work after Tri-State with a notebook full of ideas and no plan to implement them? Do you have projects on your to-do list that you feel like you will never finish and cross off? Projects often take far too much time to complete and are difficult to manage or never get started in the first place. In this session, Diana Bloom will help you understand why, and teach techniques and processes designed to complete a project on time, and as planned. Attendees will learn how to eliminate the overwhelming feeling that projects create, and how to plan and execute a project successfully from start to finish.

**Wednesday, 3/11 2:00 PM - 3:00 PM**
Room 301
Diana Bloom

### Using Data-Driven Decision Making to Retain Campers and Staff
Are you having issues retaining campers or staff? When you stop and think about why this might be, do you look through data? Situation reports? Survey results? In this session, we will review Kesem’s philosophy on data-driven decision making. We will show you how to make time and space for situation reports in the middle of a busy summer day and how to put the data you gather to good use by making changes that will result in people wanting to return to your camp.

**Wednesday, 3/11 2:00 PM - 3:00 PM**
Room 314
Alexandra Baldwin & Ciara Lepanto

### Prevent Sexual Abuse at Camps Today
While camp can be an awesome and fun experience, it can also be challenging. As counselors, we have the role to protect campers from inappropriate relationships and sexual abuse, which happens way more often than we think. Abuse can take place in many forms and in every sex, age, gender, or sexual identity. What are the best ways to address this sensitive topic? How do we define healthy boundaries? How do we detect a child in trouble? How should we respond in such a scenario? In this session, we will discuss and demonstrate new approaches and tools on how to best normalize the topic and prevent sexual abuse at your camp.

**Wednesday, 3/11 2:00 PM - 3:00 PM**
Room 419
Gila Ashkenazy

### Legal Issues in Camping: Preparation, Protecting Your Camp, and Protecting Your Campers
Remember the saying “prepare for the worst, but hope for the best”? Many legal issues can arise over the course of a camp season (and even during the “off” season) and the proper preparation can alleviate issues if and when they arise. This session will address many legal aspects of camp management, including camp enrollment agreements and the appropriate clauses to include, a primer on liability for personal injuries and liability for the actions of camp staff (intentional and negligent conduct). When a personal injury accident occurs, certain steps and investigation might be necessary, recommended and helpful should a lawsuit arise. This session will provide some recommendations and will also help familiarize camps with potential defenses that might eventually be relied upon even before a potential lawsuit commences. As with many things in life, preparation is the key to success - so learn to prepare now!

**Wednesday, 3/11 2:00 PM - 3:00 PM**
Room 315
Gregg Scharaga
### Opening a New Camp ... or Expanding To a Second Site

Thinking of starting your own camp? Or is your existing camp running at capacity and you'd like to serve even MORE campers? What's next? You may dream of purchasing a "traditional" camp property, but they're few and far between -- not to mention expensive! Another option is to rent a facility: from a camp or conference center, or from a college or boarding school. Attendees will hear from camp directors who successfully started a "traditional" camp from scratch in 2008 and then in 2017 opened two new programs on a college campus half-way across the country. Not that there haven't been plenty of challenges ... Come learn from our experiences as you consider embarking on your own new adventure!

**Wednesday, 3/11 2:00 PM - 3:00 PM**  
**Room 417**  
**Eric Sasson & Kevin Trimble**

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### ANXIETY: Cultivating Courage in Campers, Counselors, and Yourself

Summer camp is an exciting adventure, but the journey from counselor orientation to the last day of camp is fraught with anxiety-provoking situations. Across day and residential camp settings, it is common to see campers who are afraid to participate, counselors who are nervous to come out of their shells, and supervisors who are anxious to give direct feedback to their staff. Fortunately, every time anxiety manifests at camp, it provides an important opportunity for personal growth. This experiential seminar will help attendees understand the causes, symptoms, and purpose of anxiety as well as harness the skills necessary to overcome it. Across all ages, summer camp provides an atmosphere where cultivating courage is not only possible but also fun, with the right supports in place. Join this seminar to learn how to tackle anxiety within your campers, your staff, and yourself. *Please note: this session is likely to be longer than 60 minutes. Please feel free to leave when needed.*

**Wednesday, 3/11 3:15 PM - 4:15 PM**  
**Room 302**  
**Steve Mazza, PhD**

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### Starting with Ourselves: Facilitating Group Dialogues around Power, Race, Oppression, and Privilege

We are often stuck with how to process conversations that inevitably linger in the air when it comes to helping people understand our privileged and subjugated identities (Hardy, 2016). This workshop will provide participants with strategies to improve their skills in facilitating conversations around race, gender, sexual orientation, and intersecting identities with colleagues and communities served. Participants will learn through experiential group exercises how to incorporate anti-racist and anti-oppressive knowledge and dialogues into practice. This includes conversations around power, privilege, intersectionality, implicit bias, microaggressions, internalized dominance, and internalized oppression. Providing the opportunity to practice critical dialogues supports practitioners and will be beneficial to communities served. Space will be created for practicing these dialogues, centering self-awareness, mindfulness, and positionality.

**Wednesday, 3/11 3:15 PM - 4:15 PM**  
**Room 312**  
**Ovita Williams**
SCAVAGANZA!! 2.0

Ladies and Gentlemen! Hold onto your hats, because it’s Round TWO of your favorite Scavenger Hunt Extravaganza- SCAVAGANZA!! Last year, you ran around the conference center dancing, singing, and being the silliest versions of yourself. This year, Scavaganza! is BACK with even more exciting team building challenges. Who will win the coveted bug spray trophy? Only time will tell! So, buckle up and join us for what is sure to be the most talked-about event at Tri-State!

Wednesday, 3/11 3:15 PM - 4:15 PM
Room 314

Jenn Ward & Amanda Borbee

STEM and Sustainability Together!

With STEM activities becoming more popular, it’s time for camps to think sustainably with programming. When acquiring supplies, planning activities, and implementing the fun, STEM, and sustainability can come together in a cost-effective, practical manner. Through critical reflection and open dialogue, attendees will assess their current programs and discover ways to enhance their sustainability efforts. Don’t deny your campers the opportunity for fun and sustainable STEM programming!

Wednesday, 3/11 3:15 PM - 4:15 PM
Room 401

Shawn Tiede & Kasey Bozeman

How Alumni Engagement Strategies from Prep Schools, Colleges, and Universities Can Help Inform Your Camp Fundraising Plan

The experience of having been a camper, like that of a student on a university or prep school campus, can play a pivotal, long-term role in a person’s life. And for summer camps, just as in secondary and higher education, alumni engagement is a critical component to building a strategic and successful fundraising campaign. Join me as we explore how lessons learned from education fundraising can be adapted to better engage camp alumni and parents; to leverage those relationships to become “door openers” for current and future gifts, and, ultimately, to help use those contacts and touch points to help recruit new camp families. This session will be led by a seasoned prep school and college fundraising professional who also spent 15 years at an eight-week sleepaway camp as a camper, CIT and counselor (and who never misses a camp reunion). Many of the strategies we discuss can also be beneficial to private camps, as they, too, seek to engage former campers and counselors for a range of objectives, including building a pipeline of potential new campers. Be ready for an interactive conversation and to walk away with some helpful tips!

Wednesday, 3/11 3:15 PM - 4:15 PM
Room 309

Adam Steinberg

Positioning Yourself as a Parenting “Expert”

Audrey will tell the story of her accidental journey to becoming a parenting author and podcaster and will inspire you to use your unique expertise to provide better year-round parent education and communication to your camp community. You’ll learn how to use your parent communication to build your community’s loyalty to both you and your program. Leave this session with your expertise clearly articulated, best practices for delivering great content to parents, and your first parent education piece ready to deliver.

Wednesday, 3/11 3:15 PM - 4:15 PM
Room 403

Audrey Monke
Building (or Rebuilding) a Camp Culture for Staff

We've all been there: you are the director and you smell something fishy. From Kumbaya and self-actualized to change-resistant or downright toxic, staff culture can make or break a summer program. Learn how to build and sustain one that's healthy and meaningful. Come prepared to share your successes and challenges in developing/maintaining staff culture so we can find areas of strength together.

Wednesday, 3/11 3:15 PM 4:15 PM Room 417 Dave Malter

Creating Marketing Content that Makes a Difference

Every camp has a story, and our job is to tap into that and speak to the emotions of our future families. We will laugh, feel, and sometimes cry our way into using media in an effective, meaningful, and result-driven way. We will discuss how to set your stories apart and subvert the norm to make sure your message spreads. This session will give you an introduction to some free and low-cost apps that can help your year-round team with productivity, accountability and task management. We will also cover tips and tricks for saving time and managing workflows.

Wednesday, 3/11 3:15 PM 4:15 PM Room 315 Etan Kestenbaum

Affordable Technology and Time-Saving Solutions for your Camp Office

Building on their session from 2019 Amanda and Davin will share three new proven training sessions they have used to teach camp staff to build diverse and inclusive communities. These sessions are focused on equipping your administrative and medical staff with knowledge and skills that will help them to intentionally support and include 2SLGBTQ+ campers and staff. You will learn how to talk to staff about diversity and inclusion, and equip them with concrete tools and language they can use to support 2SLGBTQ+ campers. These training sessions are designed to foster staff contribution, so your whole staff team can work together to build an intentionally inclusive camp community.

Wednesday, 3/11 3:15 PM 4:15 PM Room 322 Amanda Grassick & Davin Allan

Training for Inclusion 2020 Edition - How to Train Staff to Support 2SLGBTQ+ Campers and Families

By now, "for-profit, for-purpose" businesses are a mainstream concept. While camping and service have always gone hand-in-hand, now is the perfect time to double down on our efforts and find more, new, and creative ways to incorporate "giving back" into our camp programs. Whether partnering with local communities and organizations to volunteer, incorporating a service project into camper programming, holding donation drives, or injecting sustainability practices into camp life, there are so many ways to enhance your camp's mission and spread the magic of camp through intentional service. In this session, I will unpack why incorporating purpose and service is more important now than ever, and share creative, easily implementable ideas to up your camp's "give back game" in ways that make sense for your specific organization.

Wednesday, 3/11 3:15 PM 4:15 PM Room 421 Nicki Fleischner

Camp with Purpose: Finding Ways to Give Back at Your For-Profit Camp

* Participants will learn the power of "for-profit, for-purpose," and how it helps attract clients, retain staff, and enhance campers' experience.
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<tr>
<th>Session Title</th>
<th>Description</th>
<th>Time</th>
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<th>Speakers</th>
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<tr>
<td>The Department of State’s Exchange J-1 Exchange Visitor Program</td>
<td>This session covers the J-1 program, which includes approximately 25,000 students and youth workers placed at summer camps throughout the United States as cultural exchange visitors on the Camp Counselor or Summer Work and Travel exchange program. If your camp hosts international J-1 counselors or staff, this session is essential in learning your role and responsibility as a host of exchange visitors. This session hopes to engage camps on the key initiatives of the Bureau of Educational and Cultural Affairs and how these fit into the summer camp experience enjoyed by J-1 participants working as counselors and staff. This session will be moderated by Scott Brody, ACA’s Government Affairs Chair, Scott Brody, Diane Culkin, Nick Tiernan, &amp; Michael James.</td>
<td>Wednesday, 3/11 3:15 PM 4:15 PM Room 411</td>
<td>Scott Brody, Diane Culkin, Nick Tiernan, &amp; Michael James</td>
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<td>How to Do What You Said You Would Do: The Keys to Effective Task Management for Summer and Year-Round Work with Less Stress</td>
<td>Wouldn’t it be great if we were judged by our intentions instead of our actions, or lack of action? Do you struggle to manage your task list, or wish you even had a task list? Would you like to raise the level of accountability in yourself and your organization? Back by popular demand, this session with Diana Bloom will teach you actionable steps that can be implemented immediately to achieve higher productivity and efficiency in all areas of your work. This session will provide systems and processes in order to prioritize, track, and complete tasks with less stress. Participants will learn techniques to achieve total clarity in task management, how to prevent tasks from falling through the cracks and how to track work to completion while creating a Totally Accountable culture in both year-round and summer work. Please print and bring handouts for this session.</td>
<td>Wednesday, 3/11 3:15 PM 4:15 PM Room 301</td>
<td>Diana Bloom</td>
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<td>Camping in the Age of Vaccine Refusal: Practice Considerations for Camp Directors</td>
<td>There has been an increase in the number of cases of vaccine-preventable diseases (VPDs) in the United States and children’s summer camps require considerable and particular consideration of VPDs management to protect camp and camper health. In this session, we will discuss: VPDs and vaccine refusal, camp vaccination policies including ACA/AAP policies, communication with parents around vaccination at camp, prevention, practice, and resources for outbreak management, and legal changes to vaccine mandates in regards to camping.</td>
<td>Wednesday, 3/11 3:15 PM 4:15 PM Room 311</td>
<td>Laura Blaisdell</td>
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<td>An Exploration of Current Lawsuits Against Summer Camps and the Lessons that Can Be Gleaned from Them</td>
<td>As an acting summer camp director who is also an attorney, I understand that discussions about lawsuits, liability and legal issues can often feel overwhelming. Accordingly, I will present the core issues in a way that is digestible and actionable. We will start by exploring three current lawsuits filed against summer camps, looking closely at understanding the fact patterns and issues at hand. We will then have a facilitated discussion on how camp directors and owners can run fun, exciting and safe programs that minimize their legal exposure. We will cover major themes such as negligence, the duty of care, industry standards and the ADA in an active, informative and engaging format.</td>
<td>Wednesday, 3/11 3:15 PM 4:15 PM Room 419</td>
<td>William Bettmann</td>
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<td><strong>Color War - How to Bring the New to an Old Camp Tradition</strong></td>
<td>Sing down, dance, cheer, sports, and relay races. All sound familiar? Well, how about bringing in some new competitions, ideas, and challenges. Over the past 20 years, Silvio has been adding in new activities to Color War from simple extra points that can be added at the spur of the moment, to more elaborate presentations created over 2 days. He will share his ideas and give you an opportunity to share some of yours. You will not just hear them, you will get to experience them. Prepare for some great takeaways, laughs, and camp fun. Whether you have color wars or not, you will find that these games of cooperation and challenges can be used for other camp special days.</td>
<td>Wednesday, 3/11</td>
<td>3:15 PM</td>
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<td><strong>Child Safety Best Practices: Creating, Maintaining, and Developing Boundaries</strong></td>
<td>Establishing boundary guidelines at camps can be challenging. In an era of increasing scrutiny on these issues, how can camp directors discuss situations such as shared bathrooms and swim time with their staff still promoting a sense of camp community? This session will walk participants through common camp scenarios, exploring how physical and emotional boundary guidelines can be introduced into the camp environment in a way that empowers staff to cultivate bonds while keeping everyone safe.</td>
<td>Wednesday, 3/11</td>
<td>3:15 PM</td>
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<td><strong>Avoid the Panic Hire: Take a Deep Breath Before Employing the Next Warm Body</strong></td>
<td>April is on the horizon... the pressure to fill remaining positions heightens. It is easy to convince yourself the next warm body is good enough - a decision you may regret later. Stop. Take a deep breath and reflect on the intentional framework designed to build your staff team that was put in place for this year’s hiring season. Develop a plan allowing for the flexibility to secure additional veteran staff and hire your next rock stars. Act in ways that will avoid panic-hiring and move you closer to your vision for staff culture long term.</td>
<td>Wednesday, 3/11</td>
<td>3:15 PM</td>
<td>Room 304</td>
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<td><strong>YMCA Meet and Greet</strong></td>
<td>Come one, come all—join us for an informal networking opportunity open to Y staff, volunteers, and friends! Y-USA staff will be on hand and would like to connect and be of support! Let’s join for some good Y fun!</td>
<td>Wednesday, 3/11</td>
<td>4:30 PM</td>
<td>Room 419</td>
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<td><strong>Special Needs Camping Meet and Greet</strong></td>
<td>Join us for a gathering of camp professionals that serve children with special needs. This meeting is open to directors, program leaders, and any staff who provide programs for the special needs population. Attendees will share successful practices and resources, as well as discuss strategies for improvement for the upcoming summer. This will be a great opportunity to learn about other programs, network with colleagues, and take away tips for enhancing your camp!</td>
<td>Wednesday, 3/11</td>
<td>4:30 PM</td>
<td>Room 420</td>
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<td><strong>Parks and Rec Organizations Meet and Greet</strong></td>
<td>Attention Parks &amp; Rec Camp pros! Come network with your colleagues at a meet and greet this Wednesday afternoon. Discuss the best practices in Parks and Rec camps, as well as some of the challenges you face. Learn from each other while chatting about facilities, staffing, programming, and more!</td>
<td>Wednesday, 3/11</td>
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<td><strong>Chat with Gratz!</strong> Join Dave Malter to learn about Gratz College's Master of Science in Camp Administration and Leadership Program! Meet alumni and current students from Gratz College, learn about the application process and available scholarships, and get all of your questions answered over cocktails.</td>
<td>Wednesday, 3/11</td>
<td>4:30 PM - 5:30 PM</td>
<td>Room 408</td>
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<td><strong>Faith-Based Organizations Meet and Greet</strong> Calling all faith-based camps! Meet your neighbors who are doing what you are doing: outdoor nonprofit ministry! Join us for conversation around joys and challenges, and let's provide support to one another. See you soon!</td>
<td>Wednesday, 3/11</td>
<td>4:30 PM - 5:30 PM</td>
<td>Room 202</td>
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<td><strong>Deaf/Hard of Hearing Camping Community Roundtable</strong> Come join us for a focused discussion on access for the Deaf/Hard of Hearing community at camp. Members of the Deaf/Hard of Hearing camping and experiential learning community will be present to moderate the meeting. We'll be discussing current and future trends for our campers and how we can continue to provide access. All are welcome who want to learn more and share ideas. We will have interpreters present at this meeting to ensure access is provided for all in American Sign Language and spoken English.</td>
<td>Wednesday, 3/11</td>
<td>4:30 PM - 5:30 PM</td>
<td>Room 410</td>
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<td><strong>PACA (PA Legislative Group) Meet and Greet</strong> PA Camp Association (PACA) came together in 2005 to provide education and understanding to the legislature in Harrisburg related to issues affecting all camps in PA. Join us and meet with members of PACA to discuss who is speaking up for the camping industry in Harrisburg, and how you can help our efforts. Please join Westex for its annual Girl Scout Gathering. Relax, network with others, and enjoy!</td>
<td>Wednesday, 3/11</td>
<td>5:15 PM - 6:15 PM</td>
<td>Room 417</td>
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<td><strong>Annual Girl Scout Gathering</strong> Activities using the most common of play equipment, balls, promote team building, cooperation, enhance fitness levels, and provide activities for kids to experience success and fun. Develop movement, skill fundamentals, and responsible behaviors. Balls are light-weight, durable, non-threatening, and range from 14&quot; - 48&quot;. This session promotes active participation by all - come move, learn, and have fun. The activities will get your heart thumping and your lungs pumping!</td>
<td>Wednesday, 3/11</td>
<td>5:30 PM - 7:00 PM</td>
<td>Room 418</td>
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<td><strong>Ball Activities to Promote Fundamentals, Fitness, and Fun</strong> What does your administrative year look like? It's time to come take a walk in our shoes! Join this panel of seasoned camp administrators to tackle questions such as what information should I collect on my registration form? When should I be collecting this information? What kinds of reports will I need for the summer? Is there an easier way to collect money from parents? This collaborative session will allow us to discuss and share unique ideas and best practices. This session is ideal for camp administrators and those involved with the operational aspects of the camp office.</td>
<td>Thursday, 3/12</td>
<td>9:00 AM - 10:00 AM</td>
<td>Room 202</td>
<td>Scott Williams</td>
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<td><strong>Camp Admins Unite: A Year in Our Shoes</strong></td>
<td>Thursday, 3/12</td>
<td>9:00 AM - 10:00 AM</td>
<td>Room 314</td>
<td>Jeff Bowman, Greg Keresztry, James Tresner, Dan O'Neil</td>
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Forget Feedback Forever

Hack the managerial nightmare of colleagues who ignore you or get upset when you offer feedback. Participants in this innovative workshop will learn three unconventional approaches to continuous professional development: soliciting, referencing, and querying. These approaches not only avoid hurt feelings, but also eliminate the arrogance baked into our self-perceptions and neutralize the intense emotions that distort our observations of others. Learn to lead others to be their best selves.

Thursday, 3/12 9:00 AM 10:00 AM Room 304 Chris Thurber

My Door is Always Open: Best Practices for First-Time Supervisors

Joining your camp's leadership team for the first time can be a real minefield. You're bound to be feeling excited, nervous, and perhaps even a little lost. This session will address some common pitfalls to avoid, while also building your confidence in becoming a leader that truly reflects your own personal values.

Thursday, 3/12 9:00 AM 10:00 AM Room 322 Ed Thomas

To Compete or Not To Compete? Great Question for Building Your Camp Program

In the last decade, the subject of kids competing has become somewhat controversial and camps are not exempt from it. With its pros and cons, competition can spic up your camping program but a lot of care must be taken.

In this session, we will explore how an extremely competitive camp program can work with great results, it's caveats and what you should be aware of before implementing competition at your camp. Whether you love competition and want to do more of it at your camp, or you are against its application on the camp context but want to hear a different perspective, this session will hopefully provide you with insights on the issue, as well as some strategies and ideas to spice your summer program.

Thursday, 3/12 9:00 AM 10:00 AM Room 318 Luis Rivero

The Power of Emotions

Do emotions seem to get the best of you? Does how others feel confuse you? Join me for an interactive, motivating, intra-, and inter-personal workshop. This experience will introduce techniques and strategies derived from the visual and performing arts using improvisational games to help identify, understand, manage, and redirect emotions.

Thursday, 3/12 9:00 AM 10:00 AM Room 202 Happi Price

Ensuring Inclusivity of All Gender Identities at Camp

In this session, we will discuss best practices for supporting and including staff of all gender identities. We will do so within a four-square pedagogy of social justice education. Participants will be able to select values that will be the foundation for policy development and communication with campers, families, and staff. Using the four square model, participants will develop language norms for their community so they can speak equitably about all staff. In this session, we will also role-play some difficult conversations regarding gender identity using an "ouch/oops" model. Participants will walk away with fundamental tools to build competency around gender identity in their camp communities.

Thursday, 3/12 9:00 AM 10:00 AM Room 417 Christine Moloney
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<tr>
<th>Event Title</th>
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<th>Presenter</th>
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<tr>
<td>Yoga and Mindfulness at Camp</td>
<td>This experiential class is a chance for you to learn about the many benefits of yoga and mindfulness while practicing! Kick-off your shoes and take a deep breath. In this session, you'll learn more about how yoga and mindfulness promote self-regulation, physical health, and social wellness. Through guided movement and breath exercises, you'll see first-hand what this yoga craze is all about. You'll also learn creative ways to implement yoga and mindfulness into your camp programming. This course is accessible to all bodies and accommodations can be made for any level of ability.</td>
<td>Thursday, 3/12</td>
<td>9:00 AM</td>
<td>Room 201</td>
<td>Christine Mohle</td>
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<tr>
<td>Getting Unstuck - Powerful Behavior Management Strategies</td>
<td>Behavior, shmebehavior! You've got this! You get down on Sam's level... make eye contact... radiate compassion and competence... you do and say all the things you've been taught. So why is Sam refusing to move and getting MORE upset? What are you supposed to do now?! We'll learn and practice powerful strategies, then role-play your nightmare behavior scenarios! When you leave this session, you'll be confident and ready to get Sam unstuck and tackle other sticky situations. This session is designed for front-line staff and anyone who is responsible for training staff to positively and successfully manage challenging camper behaviors.</td>
<td>Thursday, 3/12</td>
<td>9:00 AM</td>
<td>Room 301</td>
<td>Emily Golinsky</td>
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<td>Strategies to Strengthen Your Staff's Mental Health from Interview to Post-Camp</td>
<td>As young adults take the plunge and sign on as camp counselors, camps are seeing a disturbing trend. Some staff is dropping out before they even start and those who do stay are facing mental health challenges, including anxiety and depression, which interfere with their abilities to take great care of campers and themselves! In 60 minutes, Dr. G will cover the reason for the increase and provide 50 proven strategies to improve mental health in staff and retain them from their interview to post-camp.</td>
<td>Thursday, 3/12</td>
<td>9:00 AM</td>
<td>Room 303</td>
<td>Deborah Gilboa</td>
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<td>Medication Management: Considerations around CBD Oil and Mental Health Medications</td>
<td>One of the most consistent questions and challenges in the camp setting is medication management. There is a consistent rise in concern about how to manage medications that are not regulated and medications used for mental, emotional, and social health (MESH) concerns. This session will walk camps through important legal, ethical, and practice considerations when encountered with these medications.</td>
<td>Thursday, 3/12</td>
<td>9:00 AM</td>
<td>Room 313</td>
<td>Tracey Gaslin</td>
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The Magic of Full-Camp Programming and Traditions: Crowdsourced Ideas to Put into Action!

You know those all-the-feels, magical, full-camp programs that really bring your whole community together? If you’re looking to introduce (or revamp) full-camp traditions or activities, this session is for you. We have reached out to summer camps of all shapes and sizes, to crowdsource some of the very best and most unique full-camp programs and traditions out there. These are the events that everyone gets excited for, and everyone remembers for years to come. See pictures of each camp’s program in action, and hear 1 to 2-minute explanations of each— from what it entails, to the supplies needed, to execution. Get ready to take notes as we plan on covering a lot of ground! At the end of the session, there will be time to ask questions and share your own ideas— and you’ll be leaving with a list of brilliant programming ideas ready to tailor to your own camp!

Thursday, 3/12 9:00 AM 10:00 AM Room 421
David Fleischner & Nicki Fleischner

Solve those Problems and Elevate Your Customer Experience

We all try to provide an excellent customer service experience 100% of the time. Unfortunately, sometimes things don’t go as planned. At that crucial customer experience moment, we can either lose a customer forever or turn them into a raving fan by solving their problem with compassion and empathy. This session provides a specific, easy-to-remember strategy for you and your team to use every time you want to eliminate your customers’ frustration, meet their needs, and ultimately exceed their expectations as you effectively solve their problems. You will learn the strategy, practice it, and take away a step-by-step cue card to help you implement it with your team.

Thursday, 3/12 9:00 AM 10:00 AM Room 402
Jed Buck & Roz Buck

Defining your Customer Journey to Enhance Your Marketing Reach

At the core of every camp’s digital marketing plan, there are two factors that determine success: a well-defined customer journey and a strategy that nurtures your prospects through each stage of that journey. This workshop will hone in on the significance of each stage - awareness, consideration, decision, and advocacy - and will guide attendees through the process of generating valuable content and nurturing leads throughout the entire decision-making process. Attendees will leave this workshop with a detailed customer journey map that will help guide their content marketing plan and nurture prospective families into camp champions.

Thursday, 3/12 9:00 AM 10:00 AM Room 409
Dineke Bernier

Energy is Everything! - The Extraordinary Impact of How You Show Up for Yourself and Others

Energy IS NOT about being loud and excited and jumping around and high fives; it is about the attitude you intentionally bring to your environment and those around you (counselors, supervisors and/or campers). Additionally, energy is about creating a space for others to thrive, create and contribute in a meaningful way. This interactive session will help you define energy as it pertains to how you show up as a counselor/director, provide the skills for building intentional and invested relationships this summer, and give you the tools to bring energy all summer long!

Thursday, 3/12 9:00 AM 10:00 AM Room 311
Bobby Audley
<table>
<thead>
<tr>
<th>Session Title</th>
<th>Description</th>
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<th>Room</th>
<th>Speaker(s)</th>
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</thead>
<tbody>
<tr>
<td><strong>Restorative Practices at Summer Camp</strong></td>
<td>Conflict happens, at camp, in the world, and for everyone. Camp is the perfect community to help kids reframe conflict and build skills and tools to work through conflict in a restorative way. Restorative practices are one way to think about healing harm, mitigating future harm, and building community. In this session, we will dig into how camps are already very restorative and a new tested system for restorative conflict resolution at camp.</td>
<td>Thursday, 3/12 9:00 AM 10:00 AM</td>
<td>Room 302</td>
<td>Jack Schott &amp; Laura Kriegel</td>
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<td><strong>Black Men in Camping: Panel Discussion</strong></td>
<td>Summer camp seems like the best place on the planet to build relationships and connect across differences, and yet most of our camps are largely white. Join us as we hear from current and former camp staff members of color who are willing to share their stories, ideas, and advice for making summer camps a welcoming environment for other folks of color. We don't have all the answers, but we think listening is a good way to start. Join us for an honest conversation about what has worked and what hasn't. In this session, we ask our audience to listen to a wide variety of experiences and start to formulate ideas about making their own camps more diverse.</td>
<td>Thursday, 3/12 10:15 AM 11:15 AM</td>
<td>Room 313</td>
<td>Sylvia van Meerten, Nelson Strickland, Donovan Andrews, James Brooker, Dayvon Steen</td>
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<td><strong>The Phone Call</strong></td>
<td>You know the one. Inside of 10 seconds, your heart rate is skyrocketing and you're fighting an irrepressible urge to reach through the phone and... But you don't, of course. In this ebullient session, you'll learn alternatives to compromising your integrity or losing your cool with parents, colleagues, vendors, and family. Practice the secrets of professional equanimity and harness the power to defuse emotional bombs. With practice, every conflict can end in a win-win.</td>
<td>Thursday, 3/12 10:15 AM 11:15 AM</td>
<td>Room 304</td>
<td>Chris Thurber</td>
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<td><strong>The Power of Kindness: Finding Time for Service and Acts of Kindness in Busy Schedules</strong></td>
<td>Camp schedules are packed with so many options and special events, finding time for meaningful service and kindness activities can be a challenge. Summer camp is the perfect time to teach children about the benefits and joy of giving back, as kids are given the precious opportunity to take a break from stressful academics and extracurricular commitments. In the summer, they can focus on the important life lessons that camp organically imparts: inclusivity, cooperation, generosity of spirit, open-mindedness, and kindness. Providing kids with fun, engaging hands-on opportunities to serve enhances their camping experience and opens their eyes to important social justice issues in the world around them.</td>
<td>Thursday, 3/12 10:15 AM 11:15 AM</td>
<td>Room 322</td>
<td>Natalie Silverstein</td>
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<td><strong>Serious Team-Building through Silly Improv Comedy Games (that You Can Take Back to Camp!)</strong></td>
<td>Research shows that when staff feel listened to and supported they report higher levels of engagement and a higher likelihood to return next summer. The good news is that improv comedy games thrive on listening and support! In this interactive session, you will strengthen your own skills while learning games for staff training and campers that further weave support into your camp culture.</td>
<td>Thursday, 3/12 10:15 AM 11:15 AM</td>
<td>Room 201</td>
<td>Daniel Shore</td>
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<td><strong>Modern Perspectives of Consent, Waivers, and Mental Health Issues</strong></td>
<td>This session will explore the legal implications involved in the sensitive modern-day subjects of consent and waivers and mental health issues. State and federal law which impact these areas will be explained and there will be an emphasis upon how to practically prepare for and deal with these issues.</td>
<td>Thursday, 3/12 10:15 AM 11:15 AM</td>
<td>Room 308</td>
<td>Anthony Sherr</td>
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“Deep breaths” was all I was repeating to myself as in one hand I had an epi-pen and in the other I had a child with a peanut allergy who had just eaten a peanut butter sandwich. I was trying to think of all the times we talked about this in trainings. Questions were running through my head. Where do I stick the epi-pen? Can it go through the pants? How long do I hold it? Can I do it too hard? I remember wishing I had paid better attention during the training. These types of events are scary and potentially life-threatening. You have someone’s child’s life in your hands. We attend all the trainings, but when the time comes we don’t remember what we talked about. Come learn how to prepare the staff for weathering perfect storms and how to make sure they engage with the training that will help them navigate a crisis situation calmly.

**Did They Even Cover that in the Training? Create Trainings that Engage Staff and Maximize Information Retention**

**“Hey, Let’s Just Take a Boat Out” - Non Motorized Boating at a Camp Waterfront (TBC)**

More info coming soon!

Burning Man: an annual event dedicated to community, art, self-expression, and self-reliance - has been a developing global community for more than 30 years and in spite of what you might think, there is a lot of camps that can learn from it. Many of us learned to be our best selves at camp, but the Burn culture can help us understand the process, allowing us to create more intentional, self-driven growth for our campers and staff. Camps and Burn Events (like Burning Man) are both temporary utopias with their own cultures created by parallel values. By examining these similarities we can learn a variety of lessons including making the most of our time at camp, drawing power from our “campselves”, and how to incorporate vocabulary and values to grow a more intentional culture.

**What Burning Man Can Teach You About Camp**

Thursday, 3/12 10:15 AM 11:15 AM Room 318
Gracie Hansen

Modeling a variety of appropriate coping and stress management skills can be the very best gift those that work with youth can give. Being able to recognize and regulate emotion is essential in building healthy and lasting relationships with others, especially as staff with our campers. How do we find that internal compass that demonstrates moral courage, extends empathy, and does what is right, simply because it is right?

**Self-Regulation - the Right Thing at the Right Time**

Thursday, 3/12 10:15 AM 11:15 AM Room 202
Gale Gorke

Thursday, 3/12 10:15 AM 11:15 AM Room 310
Josh Holland & Bo Williams

More info coming soon!
### Considerations for Implementing Mental Health and Behavioral Supports

Have you been considering adding an Inclusion Counselor to your program? Intervention Specialist? A team of behavioral support staff? Licensed Therapists? Perhaps you don't know what, exactly, you need, but you DO know that something needs to change! Where do you begin? Each camp and program is unique and has vastly different needs in this emerging, complex area. This session will answer the questions above and help you determine which logistical, ethical, financial and other concerns need consideration as you evaluate the best way to address the rising needs amongst your campers and staff for behavioral, mental and emotional health supports. You'll leave with a framework for identifying and addressing your camp's needs, including determining internal strengths and evaluating complicating factors; looking at logistics such as costs, structure, and intended outcomes; and, perhaps most importantly, an answer to the question "where do I start?"

**Thursday, 3/12 10:15 AM - 11:15 AM**
**Room 301**
**Emily Golinsky**

### There's More to Marketing Than Social Media

Digital marketing is all the rage, and it is an essential tool, BUT it's only one of the strategies you should be using to retain and recruit campers. If you are putting all of your efforts into Facebook and Instagram you are missing opportunities. What else can you do to make an impact? A combination of smart branding and grass-root techniques will allow you to boost your enrollment and build awareness. We will share some tried and true campaigns, encourage you to think out-of-the-box and help you create ideas that you can go home and put into action right away.

**Thursday, 3/12 10:15 AM - 11:15 AM**
**Room 409**
**Cheryl Goldstein**

### “How to Maximize Unexpected Downtime”

This session is for all those times that creep up and blindside you and your staff (as they blindside everyone). "Down-time", and "wait time" does not have to be a dirty word. Rainy days, “down-times” or “wait times” or those times when: you thought you were supposed to have art, but “where’s the instructor” are really important moments in your day when your groups have an opportunity to get to know each other better through play. In this session, you will learn how to get creative by using indoor spaces to get campers physically active through games.

You will learn how to play games in any area (large or small) and with limited to no equipment!

**Thursday, 3/12 10:15 AM - 11:15 AM**
**Room 312**
**Maria Gerena**
Like it or not, our camps are not immune to the influences and pervasiveness of social pressure and norms. Toxic masculinity is something that affects nearly all communities that men can exist in and it often continues to exist despite staff and camp leaders attempting to address it. Of course, this doesn’t mean that all men are toxic or contribute to toxic masculinity, but all men have a role in recognizing and dismantling it. As men at summer camps we have a unique opportunity to make change and demonstrate healthy masculinity for the youth at our camps, making a safer and more equitable world for all people on the gender spectrum. For staff who are not men, you have the right to expect more of the men at your camp. In this workshop, we will cover common places that toxic masculinity hides, often out of sight of camp leaders, the ways toxic masculinity is often justified and explained away, and brainstorm solutions for how to substitute toxic with healthy.

Thursday, 3/12 10:15 AM - 11:15 AM  Room 309  Kris Fiore

Here’s your 2020 Leadership Team curriculum! The strongest, most successful camp programs know that it’s a terrific investment to provide excellent training to the Leadership Team to support them in their responsibility as staff coaches. So what we need are training activities and materials to give the Team annual practice to guide this staff growth, while keeping in mind that the way we teach the Team must be kept fresh, challenging, and increasingly helpful each year so that we can support and motivate these key leaders to stay. Get Michael’s newest and best techniques to make sure that our training and support of staff doesn’t end when campers arrive and assure that it continues on a weekly basis in meaningful, performance-enhancing ways.

Thursday, 3/12 10:15 AM - 11:15 AM  Room 303  Michael Brandwein

As Marie Kondo, declutter expert, would ask, “Does that tradition still spark joy?” As camp professionals, we can all agree that traditions are the heart and soul of camp, but as the years pass by it is critical to be able to determine which we need to hold onto and which can be sent out to sea. In this session, we will not only unpack the value of tradition but also consider who should be the ambassadors of traditions we are keeping, how we can modify traditions to keep our Gen-Z campers and staff engaged, as well as how to know when to move on. We are constantly working to ensure that our programs and facilities spark joy, so why not give our traditions the same TLC?

Thursday, 3/12 10:15 AM - 11:15 AM  Room 417  Adam Baranker

"Do You" is a hip-hop reference that is about a strength-based approach to your life. What’s your superpower? You should do more of that. It makes you more productive and happy. But we can’t all just do what we want at camp! This session is looking to bridge the gap by developing a more self-aware staff, getting creative with strength-based roles and responsibilities, and building a team environment to support it. If everyone loved their job just a little bit more, campers would have an exponentially better experience.

Thursday, 3/12 10:15 AM - 11:15 AM  Room 311  Scott Arizala
Counseling Counselors to Cope with Anxiety and Perform at Their Best

Happy counselors make for happy campers. However, counselor happiness can be elusive given that many counselors come to camp with a history of anxiety or other mental health concerns, and the camp environment creates unique stressors that can heighten emotions. While you want to be there to support your staff when they experience difficult emotions, you also need them to get the job done. When anxiety interferes with job performance, it can be difficult to find the balance between challenge and support. This session will provide you with an understanding of the mental health concerns that are common among adolescents and young adults, with a particular focus on anxiety and related disorders. Counselors need help learning how to cope with anxiety within the camp environment, so you will learn a system for teaching counselors how to perform at their best while managing anxiety. This session is filled with concrete tools that you can use during orientation and throughout the summer.