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2020 Tri-State Camp Conference

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2020 Tri-State Camp Conference

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South Hackensack, NJ 07606
info@UrbanAirSH.com

AVENEL
1600 Saint Georges Avenue
Avenel, NJ 07001
info@UrbanAirAvenel.com
ACA gratefully acknowledges the commitment of these hardworking volunteers and the support of their camps. If you are interested in volunteering for the 2021 Tri-State CAMP Conference, please complete the survey on our mobile app or contact Jenna Dunlay at jenna@acanynj.org.

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Chris Hudson, Camp Highlight
Jackie Brethel, Camp Danbee for Girls
Gregg Licht, Elmwood Day Camp

ACA, NY & NJ PROF
Sam Borek, Woodmont Day Camp

DEV OVERSIGHT CHAIR

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Director of Camper Placement
Senior Director of Member Services
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Membership and Standards Coordinator
Office Intern

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CONFERENCE CHAIR

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CONFERENCE PROGRAM

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Director of Communications
Director of Camper Placement
Senior Director of Member Services
Training Coordinator
Membership and Standards Coordinator
Office Intern

EXHIBITS/OPERATIONS

Day Camps @ The J
Sesame / Rockwood Camps
Frost Valley YMCA
Camps Equinunk and Blue Ridge
H&H Purchasing
Jeff Lake Day Camp
Camp Walt Whitman
Camp IHC
Camp Country Day Camp
Pocono Springs Camp
North Shore Day Camp

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AMESKIER

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Brent Osborne
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Krishna Short
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Matt Pritikin
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Max Grossman

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Camp Walt Whitman
Camp Westmont
Berkshire Lake Camp
Camp Starlight
Camp Wicosuta
Camps Equinunk and Blue Ridge
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Camp Echo Lake
Camps Kenwood and Evergreen
Oasis Children’s Services
Camp Walt Whitman

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TLC Family of Camps and Inns

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Eileen Dixon • University of Delaware • Liberty Lake Day Camp
Emma Weiss • SUNY Oneonta • Deerkill Day Camp
Isabel Reeves • Wheaton College • Camp Mah-Kee-Nac
Josh Simkovitz • Chapman University • Camp Watitoh
Kaleb Rembert • JCC of Central NJ • Camp Yachad
Kasey Chappell • Ramapo College of NJ • Woodmont Day Camp
Matthew Labkovski • University of Miami • Chestnut Lake Camp
Miko DiGiacomo-Castillo • New York University • AHRC Camp Anne
Sarah Newfield • University of Maryland • Iroquois Springs

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Camp Walt Whitman

SOCIAL EVENTS

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Berkshire Lake Camp
Todd Robbins
North Shore Day Camp

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Matt Pritikin, Co-Chair
Joel Shapiro

BUSINESS TRACK

Ashley Schmitz, Co-Chair
Christie Ko, Co-Chair
Matt LeMoine
Robbie Gothelf

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Ashley Schmitz, Co-Chair
Christie Ko, Co-Chair
Matt LeMoine
Robbie Gothelf

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Rachel Lewis, Co-Chair
Diego Patrimonio
Marisa Gershwin

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Stacey Deceter

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Camp Wicosuta
Justin Dockswell
Camp Wicosuta

FIRST TIMERS’ ORIENTATION COMMITTEE

Adam Baranker
Jeff Lake Day Camp
Dani Ackerman

SPEAKER HOSPITALITY

Brent Osborne
Berkshire Lake Camp
# Table of Contents

1. **Welcome from the Tri-State Camp Conference Chair**  
2. **A Message from the ACA, NY & NJ President**  
3. **Conference Information**  
4. **Frequently Asked Questions (Great for First-Timers)**  
5. **ACA Accreditation: Standards Courses**  
6. **Dinner and Networking Activities**  
7. **Networking, Meetings, and More**  
8. **Keynote Speakers**  
9. **Atlantic City and the Convention Center**  
10. **Atlantic City Convention Center Floor Plans**  
11. **Exhibit Hall Floor Plan**  
12. **Exhibit Hall Information and Interactive Zone**  
13. **Conference Exhibitors**  
14. **Exhibitor Product / Service Index**  
15. **Syllabus Icons Explanations**  
16. **Conference Sessions & Workshops**  
17. **Tuesday, March 10, Session Information**  
18. **Wednesday, March 11, Session Information**  
19. **Thursday, March 12, Session Information**  
20. **Alphabetical Index of 2020 Speakers**  
21. **Speaker Biographies**  
22. **Camp Conference Award Winners**  
23. **2020 Sponsors and Partners**  
24. **Inside Back Cover**
Welcome to the 2020 Tri-State Camp Conference!

Whether this is your first Tri-State CAMP Conference or your 20th, it’s impossible to walk away from this conference without gaining innovative ideas, connecting with new exhibitors, opening your mind to a new way of doing things at your camp, and meeting some awesome camp professionals.

We are all so fortunate to have the opportunity to truly change the lives of young people through the camp experience. I hope you will use these next few days to learn, energize, and work towards being the best possible camp professional you can be.

Tri-State always feels like the true start of the camp season, so here’s to a wonderful conference and a successful summer 2020!

SAM BOREK, President ACA, NY & NJ, Owner/Director, Woodmont Day Camp

Hello my friends,
The Irish have a saying: “There are no strangers here; only friends who you haven’t yet met.” It is how we feel at camp when new staff and new campers arrive, and how I hope you will feel at Tri-State, which after all is camp for the camp professional.

From keynote to keynote and everything before and in between, take advantage of all this conference has to offer. I am not just talking about the sessions and keynotes, but the time in between. What I love about camp is that you are the best person you can be; camp brings out the best in people. Bring that you to this conference. Be vulnerable, try new things, look up from your cell phones, say hello to the person in front of you in the coffee line, or next to you in a session. Be present and see all that we have to offer: Experience a session you would not normally attend, visit the Vendor Hall and talk to and purchase from the fine folks who help support this conference. If you have a question, the folks at hospitality are ready to give you a helping hand.

And at the end of the conference, we hope that we have lifted you up a bit and energized you for the upcoming camp season, and that you have gained some practical knowledge that you can put into use this summer.

Come and learn and enjoy all that Tri-State has to offer.

Sincerely,
JENNIFER DESPAGNA, Timber Lake West
Tri-State Conference Chair

A MESSAGE FROM THE ACA, NY & NJ PRESIDENT

Welcome from the Tri-State Camp Conference Chair
**REGISTRATION HOURS**

**Where?**
Outside of Hall B, located on the second level of the Atlantic City Convention Center

**When?**
- **Monday, March 9,** 8:00 AM–6:00 PM
- **Tuesday, March 10,** 7:30 AM–5:00 PM
- **Wednesday, March 11,** 7:30 AM–5:00 PM
- **Thursday, March 12,** 7:30 AM – 1:30 PM

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**THE PROGRAM**

We have over 170 educational sessions, with something for everyone: owners, directors, head counselors, program heads, support staff, volunteers, board members, as well as teachers, after-school programmers, and other youth development professionals.

As camp professionals, we face a myriad of daily challenges, and not just during the summer season. Our camps exist in an increasingly scrutinized and regulated environment. Our markets change constantly, our employee base is transient yet critical to our success, and we have more and more parent/camper "issues" that never used to be issues. Children are exposed to more things and are tougher to please, leading us to be ever in search of new and innovative programming ideas. Do you remember back when our biggest decision was how to break color war? Those days are long gone, and as the camp profession moves forward, the conference program will continue to be a tool to educate you as the industry evolves.

Plan your strategy, spread out your staff, and make the most of the programmed sessions. Bring a notepad or utilize the app to take notes that can easily be emailed to you later on. You can access available handouts on our app or website in the Conference Calendar. You can plan on meeting as a group during each day of the conference, either in the Ben Appelbaum Lounge located in Room 319 or in the ACA, NY & NJ Lounge located inside the front of the exhibit hall, both of which provide plenty of space to meet and discuss all the amazing sessions you will attend. There are breaks throughout the day, as well as opportunities at lunchtime to review how things are going. Soon after the conference is over, debriefing with your staff is a must, with all staff members being prepared to share information learned with one another. Make the most of the conference: plan ahead, maximize your time, share what you’ve learned, and improve your organization for the summer of 2020!

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**ACA EDUCATIONAL ENDORSEMENT PROGRAM**

The Tri-State CAMP Conference is approved as an ACA Educational Endorsed event. This program is a new platform to help connect learners to educational opportunities. Need CEC credits? Stop by registration to let us know so we can follow-up after the conference or submit your information through the mobile app.

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**MOBILE APP**

Don’t forget to download the app! Get conference updates, stay connected to fellow attendees, take notes on your favorite sessions and find innovative new products in the Exhibit Hall. Search “Tri-State CAMP Conference” in the app store, download, and follow the prompts to log in – then you’re all set!

---

**THE EXHIBIT HALL**

The Exhibit Hall will be open Tuesday, Wednesday, and Thursday of the conference during unopposed times, as well as during educational sessions.

It is vital to your organization that you make available time during the conference to appreciate the Exhibit Hall. Our vendors support us, so please support them! As always, we ask you to pledge to “Shop Tri-State”!

The finest suppliers of products and services for camps and recreational organizations—with more than 270 exhibitors—are an invaluable educational and business resource that will help you make the best purchasing decisions in the present and future. The Exhibit Hall is not just for directors; it is also geared to purchasing directors, health supervisors, food-service directors, program/activity heads, athletics directors, aquatics directors, maintenance supervisors, business managers, and transportation/trip directors.

---

**BEN APPELBAUM LOUNGE**

**Where?**
Room 319

**When?**
Conference Duration

Need a place to kick back and relax, talk with colleagues, grab a cup of coffee or a snack, or even check your email? This is the place to do just that. A few computers will be available throughout the conference for short-term internet use.

---

**GRAB YOUR LUNCH!**

**Where?**
- Outside Room 319
- Outside Room 419

Feel free to bring your lunch with you to our roundtable sessions!

**When?**
- **Tuesday 12:45 PM–1:45 PM**
- **Wednesday 12:30 PM–1:30 PM**

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**THE ACA, NY & NJ LOUNGE**

**Where?**
Inside the Exhibit Hall in the front left corner

**When?**
The Exhibit Hall is Open, the Lounge is Open!

Sit down and relax, plan out your day at the conference, meet with colleagues, charge your phone on the charging station or learn about the latest events and services offered by the American Camp Association.

---

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**CHILL ROOM**

Where? Room 317
When? Conference Duration

Come relax in this quiet space! Enjoy yoga mats, coloring pages, and other relaxing activities to give your mind and body a break – all work is to be left outside!

**CAMP JOBS BOARD**

We will have a Job Board to post résumés and available positions, so come ready with your résumés and flyers. The board will be located by the Registration area outside the Exhibit Hall.

**HOSPITALITY AREA**

Stop by the Hospitality Area, located by Registration outside Hall B, to grab a program book, a tote bag, to decorate your badge, and to post on our message board. There is always a volunteer manning the hospitality desk to answer any questions you may have!

**AMERICAN CAMP ASSOCIATION BOOKSTORE**

(Located inside the front of the Exhibit Hall)

Come shop in the ACA Bookstore for your favorite publications. The bookstore offers a special selection of materials designed solely for the camp professional. It is your best one-stop resource for books, forms, teaching tools, and products with the ACA logo. Make purchases at the conference and have the items shipped to you the next week!

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1. **WHAT ARE THE REGISTRATION HOURS?**

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>MONDAY, MARCH 9</td>
<td>8:00 AM–6:00 PM</td>
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<tr>
<td>TUESDAY, MARCH 10</td>
<td>7:30 AM–5:00 PM</td>
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<tr>
<td>WEDNESDAY, MARCH 11</td>
<td>7:30 AM–5:00 PM</td>
</tr>
<tr>
<td>THURSDAY, MARCH 12</td>
<td>7:30 AM–1:30 PM</td>
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2. **WHAT ARE THE EXHIBIT HALL HOURS?**

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
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<tbody>
<tr>
<td>TUESDAY, MARCH 10</td>
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<td>10:45 AM–5:00 PM</td>
</tr>
<tr>
<td>THURSDAY, MARCH 12</td>
<td>9:30 AM–12:00 PM</td>
</tr>
</tbody>
</table>

3. **WHERE CAN I EAT BREAKFAST AND LUNCH IN THE CONVENTION CENTER?**

   There will be options for breakfast and lunch throughout the day on the first level as you enter the building, as well as on the third level near the Ben Appelbaum Lounge (Room 319). There is also a food court in the Exhibit Hall to purchase lunch and snacks during Exhibit Hall hours. Want coffee or a smoothie? A coffee cart will be outside of Registration!

4. **HOW WILL I GET FROM MY HOTEL TO THE CONVENTION CENTER?**

   The ever-popular 13-passenger jitneys (www.jitneys.net) move the entire length of Pacific Avenue, parallel to Atlantic City's world-famous Boardwalk, to the Marina District and to the Convention Center. Jitneys run frequently 24 hours a day, and stops are located on the corner of every hotel and originate one block from the Boardwalk on Pacific Avenue. Taxis are also readily available at each location (most are cash only).

5. **FIRST TIME ATTENDING THE CONFERENCE; WHERE DO I GO; WHAT DO I DO?**

   Start off your first Tri-State CAMP Conference by attending one of the Tri-State First Timers’ Orientation sessions. Information can be found in the “Networking, Meetings, and More” section of this book.
Attendance at an Accreditation Process Workshop is required of the camp directors/administrators of any camps seeking accreditation when:

1. This is the first time the camp is to be visited;
2. They are new directors of already accredited camps;
3. There have been significant changes to the accreditation program; or
4. An individual will be taking the Associate Visitor Course.

One free copy of the Accreditation Process Guide, v.2019 (APG), is to be provided to staff from each camp in attendance. To receive a copy of the APG, the camp must be current in their fees and scheduled for a visit in the summer of 2020. Other copies will be available to borrow for use during class.

ACCREDITATION PROCESS WORKSHOP:

**Audience:** This workshop is designed for camp representatives who are preparing for accreditation visits in 2020 and beyond. The course is appropriate for those who are new to the accreditation process AND those who have been part of an accreditation visit or completed standards training in the past. Every camp being visited must have at least one person who completes the workshop on behalf of the camp; that person must actively assist in the preparation for the accreditation visit, be on-site a significant amount of time during the camp season, and participate fully in the on-site accreditation visit.

**Workshop Objectives:** Participants leave feeling excited, engaged, and ready to prepare for an accreditation visit. They know where to find and how to use information, resources, and technology provided by ACA. They can navigate the Accreditation Process Guide, 2019 Edition, to understand compliance and applicability of standards, including all revisions to the standards and the accreditation process, and they can articulate the steps in the visit timeline and the responsibilities of the camp and the visitors.

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**COURSE INFORMATION**

**MONDAY, MARCH 9**
11:00 AM – 4:30 PM
ACCREDITATION PROCESS WORKSHOP
Location: Room 321
Instructors: Laura Bissett-Carr and Bev McEntarfer

**TUESDAY, MARCH 10**
12:45 PM–1:45 PM
STANDARDS AND ACCREDITATION MEET AND GREETS
Location: Rooms 320 & 321
Facilitators: ACA Standards Committee

**WEDNESDAY, MARCH 11**
11:00 AM–4:30 PM
ACCREDITATION PROCESS WORKSHOP
Location: Room 321
Instructors: Amanda Wahle and Michael Garcia

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Don’t just go back to your hotel when sessions are over! Evening events allow for time to kick back and spend time with colleagues and meet new friends. Our dinners, happy hours, and social events are a great place to network with conference attendees, speakers, and exhibitors and unwind after a day in the Convention Center.

**MONDAY, MARCH 9**

**CUBA LIBRE AT THE TROPICANA**

7:00 PM–9:00 PM • 2801 PACIFIC AVE. • $45 PER PERSON

Spend your first night in Atlantic City surrounded by the excitement of Latin flavors and sounds at Cuba Libre! Meet fellow attendees and relax while enjoying some amazing food.

(Register for the above event on-site at Attendee Registration—space is limited!)

**EPIC PRESENTS: AN EPIC GOOD TIME AT A DAM GOOD SPORTS BAR**

8:00 PM–11:00 PM

A DAM GOOD SPORTS BAR

3rd floor of The Quarter at the Tropicana Hotel

Come one, come all - let’s have a damn good epic time at A Dam Good Sports Bar! Hosted by EPIC, NY & NJ, you won’t want to miss our 4th annual Tri-State kickoff party! We will be mingling, networking, catching up with friends and meeting new ones on Monday night.

**TUESDAY, MARCH 10**

**“ITALIAN NIGHT” AT CARmine’s, THE QUARTER AT TROPICANA**

7:00–9:00 PM • 2801 PACIFIC AVE. • $45 PER PERSON

Benvenuti! The authentic Italian aromas swirling from the kitchen at Carmine’s may draw you inside, but the warm hospitality and flavorful, home-style recipes will keep you in your seat. Family-style plates and a camp-style atmosphere have made this the most popular dinner at the conference.

(Register for the above event on-site at Attendee Registration—space is limited!)

**LATE NIGHT DRINKS AND FUN AT CHICKIE’S AND PETE’S TROPICANA**

9:00 PM–MIDNIGHT • 2831 BOARDWALK

What's better than a late-night drink after the evening activity? Show your badge for special deals on drinks created just for Tri-State attendees!

**WEDNESDAY, MARCH 11**

**TRI-STATE’S 5K FUN RUN**

7:15 AM • ATLANTIC CITY BOARDWALK (STARTING IN FRONT OF BALLY’S)

Join us as we start the day right with a 5K run on the Atlantic City Boardwalk. A $10 entrance fee will go directly towards SCOPE, raising awareness and funds to help send children from low-income families in Atlantic City. Complimentary hats, refreshments, and light snacks provided. Stop by Registration to sign up if you have not done so already.

**WEDNESDAY EVENING ENTERTAINMENT**

5:00 PM–7:00 PM • 2 CONVENTION BLVD.

@ THE SHERATON HOTEL (SHOE BAR & PEARL ROOM)

Join us for a new free social event at the Sheraton! Network with your peers at the Shoe Bar from 5-6pm while being mesmerized by the magical workings of master illusionist, Eric Wilzig of The Extreme Magic of Eric Wilzig! We will then transition to the Pearl Room to be entertained by mainstages’ improv act – come prepared to laugh your butt off!
MAKE THE MOST OF YOUR CAMP CONFERENCE EXPERIENCE: THE FIRST TIMERS’ ORIENTATION

MONDAY 5:00 PM – 6:00 PM • ROOM 301
TUESDAY 7:30 AM – 8:25 AM • ROOM 321

Join us for a brief introduction to Atlantic City and the Tri-State CAMP Conference, where you will discover the must-attend events that take place Tuesday through Thursday. This multifaceted program will help you determine what goals are most important to you and your camp profession, and then match up the key educational sessions and networking events you can’t miss. You’ll have an opportunity to meet fellow new attendees that you can look forward to seeing around the conference. Feel free to stop by one of the two sessions to meet ACA staff and learn all of the need-to-know information.

ASSOCIATION OF INDEPENDENT JEWISH CAMPS (AIJC)

TUESDAY 11:00 AM – 5:00 PM • ROOM 305
WEDNESDAY 8:00 AM – 5:00 PM • ROOM 305
THURSDAY 8:00 AM – 12:00 PM • ROOM 305

The Association of Independent Jewish Camps creates an environment for independent not-for-profit Jewish camps to collaborate in their continued efforts to grow and thrive! Our member camps all have a successful, inclusive, non-movement-based Jewish philosophy and a pragmatic approach that uniquely positions them to reach the affiliated and unaffiliated Jewish populations. Through a concierge-based approach, the AJC provides value on an individual level to member camps and their staff cohorts. Contact us at www.aijcamps.org and look out for us at this year’s Tri-State to learn more about how you can take your camp to the next level.

TUESDAY, MARCH 10

EXHIBIT HALL GRAND OPENING

12:30 PM – 3:00 PM • HALL B, SECOND LEVEL

This is your first chance to explore the many products and services that our supporting exhibitors bring to the show. Network with old friends, meet new ones, and get inspired by this year’s Exhibit Hall, full of anything and everything for the camp industry.

CAMPS ON CAMPUS MEET AND GREET

4:15 PM – 5:15 PM • ROOM 410

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.

URBAN CAMPS MEET AND GREET

4:15 PM – 5:15 PM • ROOM 420

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!

PRIDE IN CAMPING MEET AND GREET

4:15 PM – 5:15 PM • ROOM 418

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).

THE SOLUTION ROOM

5:00 PM – 6:00 PM • BEN APPELBAUM LOUNGE, THIRD LEVEL

Join us after hours for this participant-led session. In the Solution Room, you’ll meet and build in-depth connections with new peers through sharing problems, advice, and support. You’ll receive help from your peers on a personal professional problem or challenge and provide insight for others.

WAYNE COUNTY CAMP ALLIANCE MEETING AND GUESTS ONLY

5:00 PM • SHERATON HOTEL

ACA NATIONAL CHESAPEAKE, VIRGINIA, & UPSTATE NY LOCAL OFFICE MEMBER GATHERING

5:30 PM – 7:30 PM • LOCATION: WING CRAFT, 2010 BALTIMORE AVENUE

Join us in a brief get-together for an update on spring training and educational events in the Chesapeake and Virginia’s local offices, and hear how you can become more involved. Meet local office leadership and camps, and share your thoughts on trainings you would like to see offered. This will be the shortest commute you will ever make to a local office meeting—don’t miss out!

JEWISH CAMPS NETWORKING RECEPTION: SPONSORED BY JCC ASSOCIATION, JCAMP180, AIJC, AND URJ

5:30 PM – 7:00 PM • HARD ROCK CAFE, THE HARD ROCK HOTEL, 1000 BOARDWALK

All day and overnight camp professionals at Jewish camps are invited to mix and mingle at the Hard Rock Café! Connect and network with your JCC Camp colleagues at Tri-State.

*RSVP must have been submitted prior to the conference in order to attend.

WEDNESDAY, MARCH 11

“CAMP SHIRT WEDNESDAY” (Wear your camp apparel!)

KEYSTONE REGIONAL MEMBERSHIP BREAKFAST GATHERING

7:30 AM – 9:00 AM • SHERATON HOTEL, PEARL ROOM

Join us for our largest annual get-together for members of the Keystone Regional Council. Please set aside this time to eat and network with each other. We will discuss standards issues and other info relative to Keystone members.

FREE COFFEE WITH THE EXHIBITORS

10:45 AM – 11:45 AM • HALL B, SECOND LEVEL

Start your day off right—come meet the exhibitors, grab a complimentary cup of coffee in the Exhibit Hall, and get geared up for a busy day at the conference.
< NETWORKING, MEETINGS, & MORE >

WEDNESDAY, MARCH 11 (CONT)

JCC CAMPS LUNCH AND LEARN SESSION WITH MICHAEL BRANDWEIN (FOR JCC CAMPS ONLY): OPTIMIZE DISTINCT ELEMENTS FOR SUCCESS
12:00 PM – 1:30 PM (LUNCH PROVIDED) • ROOM 408
SPAKER: MICHAEL BRANDWEIN
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.
*RSVP must have been submitted prior to the conference in order to attend.

CHAT WITH GRATZ!
4:30 PM – 5:30 PM • ROOM 408
Join Dave Malert 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.

DEAF/HARD OF HEARING CAMPING COMMUNITY ROUNDTABLE
4:30 PM – 5:30 PM • ROOM 410
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.

SPECIAL NEEDS CAMPING MEET AND GREET
4:30 PM–5:30 PM • ROOM 420
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!

FAITH-BASED ORGANIZATIONS
4:30 PM–5:30 PM • ROOM 202
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!

PARKS AND REC ORGANIZATIONS
4:30 PM–5:30 PM • ROOM 415
Attention Parks & 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!

YMCA MEETING
4:30 PM–5:30 PM • ROOM 419
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 together for some good Y fun!

PACA (PA LEGISLATIVE GROUP) MEET AND GREET
5:15 PM–6:15 PM • ROOM 417
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 Pennsylvania. 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.

THURSDAY, MARCH 12

EXHIBIT HALL OPEN
9:30 AM–10:00 AM • HALL B, SECOND LEVEL
Enter the hall for the last time to catch up with our exhibitors and place your orders before the summer. Don’t forget to purchase your arts-and-crafts supplies, order your staff shirts, and book some inflatable rides for Carnival Day. Unopposed time will be between 11:00 AM and the Keynote Session.

FREE REFRESHMENTS WITH EXHIBITORS
11:15 AM–11:30 AM • HALL B, SECOND LEVEL
Enter the hall for the last time to catch up with our exhibitors and place your orders before the summer. Don’t forget to purchase your arts-and-crafts supplies, order your staff shirts, and book some inflatable rides for Carnival Day. Unopposed time will be between 11:00 AM and the Keynote Session.

FREE COFFEE WITH THE EXHIBITORS
9:30 AM–10:00 AM • HALL B, SECOND LEVEL
Start your day off right—come meet the exhibitors, grab a complimentary cup of coffee in the Exhibit Hall, and get geared up for a busy day at the conference.

FREE COFFEE WITH THE EXHIBITORS
7:30 AM–9:00 AM • SHERATON HOTEL, PEARL ROOM
Join us at the Upstate New York Local Office for breakfast as we announce upcoming events and trainings as well as network with one another. Meet local office leadership and camps, and share your thoughts on trainings you would like to see offered. See you soon!

ANNIVERSARY GIRL SCOUT GATHERING
5:30 PM–7:00 PM • ROOM 418
Please join Westex for its annual Girl Scout Gathering. Relax, network with others, and enjoy!
Spend the opening Keynote with Priya Parker as she teaches our camp community about How We Meet and Why it Matters. Through a moderated interview we as a community will learn specific tips and tricks on how to run meetings with purpose, lead transformative gatherings and how to manage the nature of groups. Come prepared to leave with tangible take-aways that will impact the way you run staff orientation, camper meetings, parent phone calls and everything in between.

**BIO:**
Priya Parker is a facilitator, strategic advisor, and the acclaimed author of *The Art of Gathering: How We Meet and Why it Matters*. Trained in the field of conflict resolution, Parker has worked on race relations on American college campuses and on peace processes in the Arab world, southern Africa, and India. She is a founding member of the Sustained Dialogue Campus Network, a member of the World Economic Forum Global Agenda Council on the Values and the New Models of Leadership councils, and a senior expert at Mobius Executive Leadership.

Priya studied Organizational Design at MIT, Public Policy at the Harvard Kennedy School, and Political and Social Thought at the University of Virginia. Parker’s work has been featured in numerous outlets, including the *New York Times*, the *Wall Street Journal*, NPR, TED.com, Forbes.com, *Real Simple Magazine*, Oprah.com, Bloomberg, Glamour, the Today Show, and Morning Joe. *The Art of Gathering* was named one of the best business books of the year by Amazon, Esquire, NPR, The Next Big Idea Club, and 1-800-CEO-READS. She lives in Brooklyn, NY, with her husband, Anand Giridharadas, and their two children.

**GENERAL SESSION—KEYNOTE SPEAKER:**

**PRIYA PARKER, FACILITATOR, STRATEGIC ADVISOR, AND ACCLAIMED AUTHOR**

**Location:** Hall A, Second Level

**ART OF GATHERING LIVE EXPERIENCE**

Spend the opening Keynote with Priya Parker as she teaches our camp community about How We Meet and Why it Matters. Through a moderated interview we as a community will learn specific tips and tricks on how to run meetings with purpose, lead transformative gatherings and how to manage the nature of groups. Come prepared to leave with tangible take-aways that will impact the way you run staff orientation, camper meetings, parent phone calls and everything in between.

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**THELMA HURWITZ TRI-STATE AWARD WINNER**

**ALICIA SKOVERA**

Alicia joined The Fresh Air Fund in 2007 and has overseen an expansion in both programs and facilities during her tenure. Most notably, she has led her team in the creation of the College Connections Program and Teen Leadership Programs, including the national award-winning Young Women’s Giving Circle.

Alicia received her Master’s Degree from Hunter College School of Social Work in New York City and has spent over 25 years working with at-risk, underserved youth from low-income communities. She currently serves as treasurer on the Boards of the American Camp Association (New York & New Jersey Section) and the New York State Camp Directors Association. Prior to joining The Fund, Ms. Skovera worked with people living with HIV/AIDS, and was a director at The Lesbian, Gay, Bisexual, and Transgender Community Center in New York City, where she provided counseling and consulting services.

**BOOKSigning**

Where?  The book signing will be conducted in the ACA Bookstore (front of the exhibit hall).

When?  **TUESDAY, MARCH 10, 12:30 PM–1:00 PM**

Join best-selling author, Priya Parker, for a book signing of *The Art of Gathering*.
became the only American to score multiple goals in three Games in Beijing and the 2012 Games in London. She also of scoring the game-winning goals in the finals at both the 2008 Soccer League’s Sky Blue FC in New Jersey. A two-time Olympic US Women’s National Soccer Team and the National Women’s award which two-time FIFA World Player of the Year (2015 and 2016), an the most prestigious and highest award in soccer: being named World Cup Champion (2015 and 2019). She has been awarded Cup tournaments (2007, 2011, 2015, and 2019) and is a two-time represented the United States at the past four Women’s World summer 2020 and help this summer become energy, and spark will motivate and inspire you as you head into ultimately drive you to excel above your competition. Carli’s strength, share key elements from her personal life and as a camp professional. You’ll gain takeaways on how to convert hard work into opportunities and how challenges can ultimately drive you to excel above your competition. Carli’s strength, energy, and spark will motivate and inspire you as you head into summer 2020 and help this summer become your best one yet. Carli Lloyd is an American professional soccer player for the US Women’s National Soccer Team and the National Women’s Soccer League’s Sky Blue FC in New Jersey. A two-time Olympic Gold Medalist (2008 and 2012), Carli holds the unique distinction of scoring the game-winning goals in the finals at both the 2008 Games in Beijing and the 2012 Games in London. She also represented the United States at the past four Women’s World Cup tournaments (2007, 2011, 2015, and 2019) and is a two-time World Cup Champion (2015 and 2019). She has been awarded the most prestigious and highest award in soccer: being named two-time FIFA World Player of the Year (2015 and 2016), an award which only four other Americans have received. She became the only American to score multiple goals in three separate Olympic Games (2008, 2012, 2016). Currently she has scored over 115 + goals in almost 300 games played. Off the field, Carli is a role model who empowers fans to never give up on achieving their goals. She almost gave up on her own soccer dream, but with the help and motivation from her coach/mentor James Galanis, Carli continued her journey and has never looked back! Carli was raised in Delran, NJ, and attended nearby Rutgers University, where she set records as the Scarlet Knights’ all-time leader in points, goals, and shots. In 2013, Lloyd was inducted into the Rutgers Hall of Distinguished Alumni. In 2017, she was inducted into the New Jersey Hall of Fame. She published a best-selling memoir in the fall of 2016 titled When Nobody Was Watching. Carli serves as mentor and mental toughness coach for her former youth club, the Medford Strikers. She married her High School sweetheart, Brian, in 2016 and still lives in New Jersey.

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**BOOK SIGNING**

**Where?**

The book signing will be conducted in the ACA Bookstore (front of the exhibit hall).

**When?**

THURSDAY, MARCH 12, 11:30 AM–12:00 PM

Join Carli Lloyd for a book signing of her memoir: When Nobody Was Watching.

**THE Ben Appelbaum FORUM**

**Sponsored by:**

**LEGENDS OF CAMPING AWARD WINNER**

**JEFFRY ACKERMAN**

Jeff began his camp career as a cabin counselor at Camp Cherokee in Honesdale, PA. He then moved to Camp Orinokwa and Tunis Lake Camp. At Tunis Lake, his Camp Director was Arthur Kessler. His next camp position was at Camp Walt Whitman where he was the Assistant Waterfront Director to Anne Soloway. Jeff took several summers away from camp. He returned in 1973 as a Head Counselor at Camp Echo Lake. He worked very closely with Amy and Morry Stein and became the Assistant Director. Echo Lake was life-changing on many levels. He met his wife, Andrea Goodman, at the TP shack that first year (they just celebrated their 41st wedding anniversary). He worked full-time at Echo Lake for 5 years. He then enrolled in a doctoral program at University of Michigan to pursue a degree in Clinical Psychology. After completing his degree, he began a psychotherapy practice in Cleveland with his wife.

Jeff’s passion for camp never waned. His relationship with Morry and Amy led him to Ben Appelbaum. Ben and Skip Vichness became Jeff’s partners at Elmwood Day Camp. Jeff directed Elmwood for 26 years and is currently its Director Emeritus. He is a past President and founding Board Member of Project Morry, which is celebrating its 25th year. He was past President of the Ben Appelbaum Foundation, a mentoring organization. In his work with the Foundation he helped several not-for-profit organizations define and achieve their missions. Jeff served on the board of the ACA, NY & NJ and was chair of the Pupil Guidance Service. He has been a frequent presenter at Tri-State and at the LEAD Teen Leadership Conference. His most recent camp work is with the Foundation for Jewish Camp. Jeff serves as a mentor to new day camp directors as part of the Incubator Program.

Jeff’s underlying belief in the significance of camp for children, youth, and staff inspires him to do whatever he can to enhance the world of children’s summer camp. His hope is that each camper and staff member can enjoy, celebrate, and discover who they are supposed to be.

Jeffry Ackerman
PARKING
Parking is available at the Atlantic City Convention Center. The rate is a flat fee of $15.00* per day. The first 30 minutes are free. The lost-ticket fee is $35.00.
*These rates are subject to change.

GUEST SERVICES
A Guest Services Booth is located next to the Registration Area in front of Hall B for on-site assistance with transportation throughout the city, restaurant reservations, and other amenities available in Atlantic City.

GENERAL INFORMATION
COAT/LUGGAGE CHECK AREA
Drop off your coat before heading into a day of sessions and networking! The conference will provide a coat/luggage check area (across from the Registration Area), with a nominal fee, each day during the conference.

BUSINESS CENTER
The Atlantic City Convention Center is pleased to offer fax, photocopy, computer, and UPS courier services from the UPS Store located on the first level. A supply of office items is also available for sale in the store. The store phone number is (609) 449-2480.

FIRST AID
A medical technician is on staff daily inside Hall B throughout the conference. For further information, please stop by the Registration Area.

EMERGENCIES
The safety and security of attendees, speakers, and exhibitors is the first priority of ACA and the Atlantic City Convention Center. For fire and medical emergencies, please find the closest ACA staff member or security guard on any one of the floors. We respectfully request that you do NOT call 911.

CELL PHONES
The use of cellular phones is a major distraction to both speakers and attendees of sessions. Out of respect for your colleagues and our speakers, we request that these devices be turned off or put on vibrate mode. Thanks for your consideration.

NO-SMOKING LAW
For the comfort and health of all attendees, exhibitors, and speakers, smoking is not permitted at any Tri-State functions that take place in the Atlantic City Convention Center. These include educational sessions, workshops, and Exhibit Hall functions.

CHILDREN
For the safety and consideration of conference attendees, children under the age of 16 will not be permitted in sessions, the exhibit hall or the keynote sessions. We know it is a fun place to be, but it is a liability to have children in the hall.

LACTATION ROOM
A private lactation pod will be available for nursing mothers near the entrance to Hall A. Please stop by registration for more information.

ACCESSIBILITY
If you require special assistance or have other special needs, please stop by the Registration Area.

AUTHORITY
The Tri-State CAMP Conference, as represented by its chairperson and director of events, has sole authority to make decisions regarding all matters pertaining to the Conference.

CONFERENCE CODE OF CONDUCT
The right to participate is essential to creating open dialogue among all attendees, exhibitors, volunteers, speakers, and staff. We acknowledge the freedom of expression of all these stakeholders. These principles are the foundation on which the Tri-State CAMP Conference was created. By attending the conference, participants agree to adhere to the following principles: All attendees shall participate in a professional, courteous, and respectful manner, refraining from language that might bring discredit upon themselves, their organizations, or the conference. Sexual harassment at any level will not be tolerated at the conference. Any reported incident of sexual harassment may result in a review and possible removal from the conference and all related activities.

ATLANTIC CITY HOTEL INFORMATION
If you booked your hotel reservations through AC Central Reservations and need to speak to someone, please call (866) 790-9935.
NEW – Fundraising and Camp Store Modules.

To learn more, visit booths 605/607.

Software for camps and conference centers
www.campbrain.com
Celebrating 100 YEARS

During This Special Year & All Other Years, AMSkier Family and Staff are Proud to Continue Our Dedicated Support of the Tri-State Camp Conference
The Tri-State CAMP Conference is to the camp professional what camp is like for our campers. At a specific time of year, we gather in one place to form a community. We learn, grow, enjoy each other’s company, and feel the support from one another. A major part of this support is from our Tri-State CAMP Conference exhibitors. They are here to support you and your program. The Tri-State CAMP Conference is fortunate to have these dedicated partners who share our commitment to the mission. In the Exhibit Hall, you will truly find partners who are there to support you in having your best summer ever! Not sure which walkie-talkie is best for your camp? Ask our exhibitors. Need camp shirts a week from yesterday? Your Tri-State Exhibitor has you covered. They are your partners in helping to make camp a success this summer.

The Exhibit Hall boasts over 270 exhibitors, a food court, the Interactive Zone, and the ACA Bookstore. It is important to recognize the extraordinary role the exhibitors play in our industry and at Tri-State. Without the Exhibit Hall, the amazing community that is Tri-State would not happen. Their support makes this conference possible for all of us. Please help maintain the excellence of this conference by supporting the exhibitors the way they support our camp community!

Here are some tips to get the most out of your trips to the Exhibit Hall:

- Make several trips to the hall to be certain that you see all the booths. One 30- to 45-minute trip is not enough to see all the amazing (and fun) booths.
- If you have any exhibitors you want to have an in-depth conversation with, schedule a time to meet when the hall is a bit slower (perhaps during one of our educational sessions) to have a more substantive and relaxed chat. It is difficult to take advantage of their knowledge when everyone else is there, so give yourself a chance to ask questions and make your purchases at your own pace.

Our exhibitors are not only our partners in camp, but also in the conference. By supporting the exhibitors you are directly supporting the conference and, in turn, camp in general. Please take the time to speak with all the exhibitors. Even if you think they can’t help you, many are camp industry veterans and former camp directors. They might just give you the next great idea. Happy shopping and thank you for supporting those who support us!

JASON SAMUEL
Exhibit Operations Chair

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THE EXHIBIT HALL INFORMATION

EXHIBIT HALL HOURS

<table>
<thead>
<tr>
<th>DAY</th>
<th>TIME</th>
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<tbody>
<tr>
<td>Tuesday, March 10</td>
<td>12:30 PM–5:00 PM</td>
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<tr>
<td>Exhibit Hall Grand Opening</td>
<td>12:30 PM–3:00 PM</td>
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<tr>
<td>Unopposed time in Exhibit Hall</td>
<td>4:00 PM–5:00 PM</td>
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<tr>
<td>Wednesday, March 11</td>
<td>10:45 AM–5:00 PM</td>
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<tr>
<td>Free Coffee with the Exhibitors</td>
<td>10:45 AM–11:45 AM</td>
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<td>Unopposed Time in Exhibit Hall</td>
<td>11:00 AM–2:00 PM &amp; 4:15 PM–5:00 PM</td>
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<tr>
<td>Thursday, March 12</td>
<td>9:30 AM–12:00 PM</td>
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<td>Free Coffee with the Exhibitors</td>
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<td>Unopposed Time in Exhibit Hall</td>
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- They understand the natural cycle of camp budgets and are flexible to adjust payments and delivery as needed.
- Many exhibitors will be offering Tri-State CAMP Conference attendees onsite discounts—be sure to take full of advantage of them. Finally, most exhibitors will match or beat any price you will find; it doesn’t hurt to ask!

The Exhibit Hall information is provided for the benefit of exhibitors and attendees.

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THE EXHIBIT HALL INTERACTIVE ZONE

**FOOD COURT**

No need to leave the Convention Center to eat lunch! Grab some lunch in the back of the hall and network with others in the open-seating aisle located in the center of the Exhibit Hall.

**THE EXHIBIT HALL INTERACTIVE ZONE**

Stop by the Interactive Zone to experience the latest and greatest in today’s camp sports products. This year’s Interactive Zone is sure to put a smile on your face! Shoot around on the Sport Court basketball court, pick up a game of HORSE, or get your Gaga on in the Camp Conference Gaga Pit. Pickup games, fun for all, and exclusive offers for Camp Show attendees only!

- Half-Court Basketball Court
- Gaga Pit by Sport Resource Group
- Audio Equipment Demo by Anchor Audio
- Exclusive Promo & Deals for Camp Show Attendees

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JASON SAMUEL
Exhibit Operations Chair
We feature the complete line of Estes Rocketry at rock-bottom prices. Look for our educational bulk packaging for schools with exciting hands-on educational activities.

For more details! Visit us at Booth 552 for more information!
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<tr>
<th>BOOTH</th>
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<td>ADVENTURE NETWORK</td>
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<td>David Pastorok</td>
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<td>(215) 987-0270</td>
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<td>Full service challenge course provider. Installation, training and inspection of challenge courses and climbing walls and structures. ACCT Professional Vendor Member (accredited vendor). Adventure Programs for camps.</td>
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<td>AMAZING AMUSEMENTS &amp; ENTERTAINMENT</td>
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<td>Eric Kivor</td>
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<td>We are one of the most experienced and reliable companies exhibiting here at Tri-State. Our inventory of mechanical rides, inflatables and carnival games are one of the largest in the industry. We are thankful for being able to have worked with many of you over the years and look forward to many more. For those we have not had the pleasure of working with we look forward to meeting you!</td>
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<td>AMERASPORT, INC.</td>
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<td></td>
<td>Steven Fisch</td>
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<td>(508) 429-9000</td>
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<td><a href="mailto:sfisch@amerasport.com">sfisch@amerasport.com</a></td>
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<td>Amerasport is the nation’s leading web and mail order supplier of camp uniforms through our custom webstores and color catalogs published specifically for your camp. Making your camp look great is our business! We produce all types of camp gear and accessories, from moisture wicking products with your logos to staff uniforms.</td>
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<td>AMERICAN BEDDING MANUFACTURERS, INC</td>
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<td>Dale Reynolds</td>
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<td>Fluid-proof mattresses &amp; replacement mattress covers in BEDBUG PROOF DESIGNS, wood &amp; metal bunk beds, folding cots, wood &amp; metal furniture, linens, online with prices at <a href="http://www.americanbeddingmfg.com">www.americanbeddingmfg.com</a>. Email: <a href="mailto:sales@americanbeddingmfg.com">sales@americanbeddingmfg.com</a> Phone: 1-800-203-2507</td>
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<td>AMERICAN MARKETING</td>
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<td></td>
<td>Eric Freedman</td>
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<td>Screen printed &amp; embroidered apparel</td>
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<td>AMERICAN RED CROSS</td>
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<td>Cait Waxter</td>
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<td>(215) 260-7657</td>
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<td><a href="mailto:cait.waxter@redcross.org">cait.waxter@redcross.org</a></td>
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<td>With a wide array of lifeguarding, caregiving and babysitting and swimming and water safety courses the Red Cross can provide you with the training and skills you need to prevent, prepare and respond to emergencies.</td>
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<td>AMERICAN SAIL, INC.</td>
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<td>Dave Stanton</td>
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<td>(943) 552-8548</td>
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<td><a href="http://www.americansail.com">www.americansail.com</a></td>
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<td>Small sailboats specifically designed for use by camps. For sail training and sailing introduction. Replacement sail and parts for many makes and models.</td>
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<thead>
<tr>
<th>BOOTH</th>
<th>EXHIBITOR</th>
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<tbody>
<tr>
<td>147</td>
<td>AMIR</td>
</tr>
<tr>
<td></td>
<td>Brenden Jackson</td>
</tr>
<tr>
<td></td>
<td>(540) 273-2990</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:brenden@amirproject.org">brenden@amirproject.org</a></td>
</tr>
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<td><a href="http://www.amirproject.org">www.amirproject.org</a></td>
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<td>Since 2009, Amir has facilitated garden and farm-based education for thousands of youth across North America. Our greatest strength lies in “training the trainers”, using our resources available to teach our Farmers teaching techniques and stewardship that help passionate young adults become talented farm educators. Over the years, we have developed a model that allows any summer camp to have a beautiful, educational farm each and every summer.</td>
</tr>
<tr>
<td>239</td>
<td>AMSKIER</td>
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<tr>
<td></td>
<td>Aimee Skier</td>
</tr>
<tr>
<td></td>
<td>(570) 226-4571</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:aimees@amskier.com">aimees@amskier.com</a></td>
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<td><a href="http://www.amskier.com">www.amskier.com</a></td>
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<td>AMSkier is the largest direct insurer of children’s camps in the country. Insuring camps in over twenty-two states, AMSkier is proud to insure many of America's Finest Camps.</td>
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<tr>
<td>749</td>
<td>ANCHOR INDUSTRIES</td>
</tr>
<tr>
<td></td>
<td>John Fuchs</td>
</tr>
<tr>
<td></td>
<td>(812) 867-2421</td>
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<tr>
<td></td>
<td><a href="mailto:john_fuchs@anchorinc.com">john_fuchs@anchorinc.com</a></td>
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<td><a href="http://www.anchorinc.com">www.anchorinc.com</a></td>
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<tr>
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<td>From tents, camping tents, gymnastic tents, dining room tents, large umbrellas, portable flooring, awnings, pool covers, propane &amp; charcoal BBQ Grills.</td>
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<tr>
<td>734</td>
<td>AQUAENE</td>
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<tr>
<td></td>
<td>Phillip Lloyd</td>
</tr>
<tr>
<td></td>
<td>(877) 413-8332</td>
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<tr>
<td></td>
<td><a href="mailto:aquaeyeusa@barrierwaterman.com">aquaeyeusa@barrierwaterman.com</a></td>
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<td><a href="http://www.aquaeyeusa.com">www.aquaeyeusa.com</a></td>
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<td>Barrier Waterman LLC is the sole distributor in the USA for AquaEye®. AquaEye® is an advanced underwater scanner using the latest in ultrasound and artificial intelligence technologies to identify human bodies underwater. AquaEye® handheld scanner assists rescuers to quickly assess a scene and identify potential victims promptly. AquaEye® allows a rescuer to act quickly and search a greater area in less time.</td>
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<tr>
<td>710</td>
<td>AQUAMENTOR</td>
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<tr>
<td></td>
<td>Dan Dynamon</td>
</tr>
<tr>
<td></td>
<td>(908) 889-4242</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:dan@aquamentor.com">dan@aquamentor.com</a></td>
</tr>
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<td></td>
<td><a href="https://www.aquamentor.com">https://www.aquamentor.com</a></td>
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<td>Distributor of quality lifesaving, first aid, water safety, aquatic exercise, swimming/instruction and disabled-swimmer equipment and supplies. Specializing in automated defibrillator sales, training, and service.</td>
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<tr>
<td>136</td>
<td>ARBOREAL EDGE</td>
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<tr>
<td></td>
<td>Kevin Lawrence</td>
</tr>
<tr>
<td></td>
<td>(860) 619-8010</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:arborealeedge@me.com">arborealeedge@me.com</a></td>
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<td></td>
<td><a href="http://www.arborealeedge.com">www.arborealeedge.com</a></td>
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<td></td>
<td>Arboreal Edge LLC is a full service Challenge Course Vendor. We specialize in design, construction, training, and inspection. We custom build adventure from ropes courses to climbing structures. We offer a full line of Adventure equipment from Petzl and Rock Exotica.</td>
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CampLinkUSA.com is the fastest growing camp marketing platform in the US with the unique approach of combining online, email, traditional and in-person marketing. These marketing approaches are leveraged through our network of existing children’s camp providers to get our message right into the parent’s hands with zero wasted marketing dollars.

The Camp Spot has been outfitting campers and counselors for more than 60 years. Solutions can include a full-color custom catalog, an easy to use online web store and a traveling road show from Boston to Boca Raton. Camps earn commissions on every item sold to your campers.

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For over 40 years, Camp Trucking has been the leader in private baggage delivery. Camp Trucking is YOUR premier door-to-door camp duffel delivery service. We have exclusively provided transport of camp baggage from home, to camp, & back from anywhere in the U.S. and parts of Canada.

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CampBrain provides management and registration software for camps and conference centers. Serving 1300+ organizations since 1994, we have a dedicated team of over 45+ providing personal, caring support and building beautiful, intuitive software.

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is the leading electronic health record system for camps, also offering free online camp registration, and travel and emergency medical protection for children at summer camp. Designed by camp doctors, nurses and directors, our secure, easy-to-use web-based solution manages health forms, medications/allergies and illness/injury tracking for your camp throughout the summer.

CampDoc.com can provide camp health staff instant access to vital medical information, decrease the time and energy spent during initial camper check-in, reduce risk and liability, and help keep safety in the forefront of camp operations.
<table>
<thead>
<tr>
<th>BOOTH</th>
<th>EXHIBITOR</th>
<th>Contact Information</th>
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<tbody>
<tr>
<td>121</td>
<td>CAMPMEDS, INC.</td>
<td>Dana Godel (954) 577-0025 <a href="mailto:dgodel@campmeds.com">dgodel@campmeds.com</a> <a href="http://www.campmeds.com">www.campmeds.com</a></td>
</tr>
<tr>
<td>531, 533</td>
<td>CAMPMINDER, LLC</td>
<td>Frank Fagan (303) 444-2267 <a href="mailto:frank@campminder.com">frank@campminder.com</a> <a href="http://www.campminder.com">www.campminder.com</a></td>
</tr>
<tr>
<td>630, 632</td>
<td>CAMPSITE</td>
<td>John Aven (855) 599-CAMP <a href="mailto:javen@campmanagement.com">javen@campmanagement.com</a> <a href="http://www.campmanagement.com">www.campmanagement.com</a></td>
</tr>
<tr>
<td>830</td>
<td>CAMPTIVITIES</td>
<td>Brittany Rosen (877) 724-0044 <a href="mailto:brittany@camptivities.com">brittany@camptivities.com</a> <a href="http://www.camptivities.com">www.camptivities.com</a></td>
</tr>
<tr>
<td>302</td>
<td>CARMA GAMES</td>
<td>Steve Mark (203) 249-7290 <a href="mailto:steve@iloventeni.com">steve@iloventeni.com</a> <a href="http://www.tenzi.com">www.tenzi.com</a></td>
</tr>
<tr>
<td>716</td>
<td>CHICKA-D</td>
<td>Daniel Pereyra (512) 904-0180 <a href="mailto:daniel@chicka-d.com">daniel@chicka-d.com</a> <a href="http://www.chicka-d.com">www.chicka-d.com</a></td>
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<tr>
<td>606</td>
<td>CHILD’S PLAY CHALLENGE COURSES</td>
<td>Matthew and Lauren Borawski (908) 420-0234 <a href="mailto:info@childsplaycc.com">info@childsplaycc.com</a> <a href="http://www.childsplaycc.com">www.childsplaycc.com</a></td>
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<tr>
<td>611</td>
<td>CIEE (COUNCIL ON INTL EDUCATIONAL EXCHANGE)</td>
<td>Julia Elliott (800) 462-8622 <a href="mailto:Jelliott@ciee.org">Jelliott@ciee.org</a> <a href="http://www.ciee.org">www.ciee.org</a></td>
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<tr>
<td>631</td>
<td>CIRCUITREE</td>
<td>Glen Greenstone (877) 800-3390 <a href="mailto:gten@circuitree.com">gten@circuitree.com</a> <a href="http://www.circuitree.com">www.circuitree.com</a></td>
</tr>
<tr>
<td>235</td>
<td>CIRCLE LINE SIGHTSEEING CRUISES</td>
<td>Gina Kelly (212) 630-8878 <a href="mailto:gkelly@circleline42.com">gkelly@circleline42.com</a> <a href="http://www.circleline42.com">www.circleline42.com</a></td>
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<tr>
<td>806</td>
<td>CIRCUS OF THE KIDS</td>
<td>Bruce Pfeffer (917) 347-3481 <a href="mailto:bruce@circusofthekids.com">bruce@circusofthekids.com</a> <a href="http://www.circusofthekids.com">www.circusofthekids.com</a></td>
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<tr>
<td>Booth</td>
<td>Exhibitor</td>
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(856) 962-1662  
fun@circustime.net  
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(262) 245-0700  
class-act@class-act.com  
www.class-act.com  
Class Act Performing Artists & Speakers Inc., is a full service Entertainment Company. Serving Camps throughout the country for more than 20 years, we will work with you on choosing the right act for your camp. All performers are pre-screened and chosen for their ability to relate to camp audiences. Acrobatic, Music, Variety, Comedy, Sports Shows, Animal Acts, as well as workshops and hands-on clinics are available. Discounted fees for block bookings. |
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hello@coloritacrylic.com  
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Over entrepreneurs noticed people rotating between establishments where adults were irresistibly drawn for fun. The two young opened an outrageous place for entertainment and games it’s tasty food and friendly service. A few doors down, Dave Back and an idea started to form: What if they put both under one roof? It worked and Dave & Buster’s was founded.

CROSSNET! Our mash-up is a fun and competitive sport that allows kids and adults to experience driving and operating REAL construction machinery unlike any other experience. Drive skid steers, Operate Excavators, try our ropes course and rock wall. NEW FOR 2020, THE WATER MAIN, THE WORLD’S ONLY CONSTRUCTION THEMED WATER PARK – INCLUDED IN EVERY VISIT!

Four square and volleyball come together to create the sport of CROSSNET! Our mash-up is a fun and competitive sport that can be played by people of all ages. CROSSNET is easy to set up, height adjustable and can be played indoors or outdoors.

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<th>BOOTH</th>
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<tr>
<td>814</td>
<td>E &amp; R CLEANERS - THE CAMPER’S LAUNDRY</td>
</tr>
<tr>
<td></td>
<td>Brian Floyd</td>
</tr>
<tr>
<td></td>
<td>(603) 627-7661</td>
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<td><a href="http://www.eandrcleaners.com">www.eandrcleaners.com</a></td>
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<td></td>
<td>E&amp;R Cleaners provides a wash-dry-fold laundry service to staff and campers. We also launder other items that camps may need for their kitchens and infirmaries.</td>
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<tr>
<td>712</td>
<td>ENVIROSPRING BY LIPPERT COMPONENTS</td>
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<tr>
<td></td>
<td>Mike Padnos</td>
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<tr>
<td></td>
<td>(574) 323-1042</td>
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<td><a href="http://www.sommum.com">www.sommum.com</a></td>
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<td>Somnum’s EnviroSpring mattress is both durable and comfortable while boasting a 100% recyclable construction. The EnviroSpring’s “dual-density” construction allows for both firm support and soft comfort by flipping the mattress from one side to the other. The EnviroSpring’s unique recyclable polymer / fiber core provides all the comfort of a standard innerspring mattress.</td>
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<tr>
<td>219</td>
<td>ESS UNIVERSAL</td>
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<tr>
<td></td>
<td>Dick Bouman</td>
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<tr>
<td></td>
<td>(616) 229-0597</td>
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<td><a href="http://www.heavydutybunkbeds.com">www.heavydutybunkbeds.com</a></td>
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<td>ESS Universal is your source for heavy-duty bunk beds and mattresses - the most bed bug resistant in the industry. Our bunkbed is rated at 500 pounds per platform, top bunk 500 pounds and bottom bunk 500 pounds. They provide the durability your camp requires.</td>
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<tr>
<td>620</td>
<td>EVERYTHING CAMPER APPAREL &amp; BUNKMATES</td>
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<tr>
<td></td>
<td>Jessica Jacobs</td>
</tr>
<tr>
<td></td>
<td>(516) 450-5288</td>
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<td><a href="http://www.everythingcamper.com">www.everythingcamper.com</a> and <a href="http://www.shopbunkmates.com">www.shopbunkmates.com</a></td>
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<tr>
<td></td>
<td>Camp Clothing Outfitter &amp; Camp Branded Merchandise Specialists.</td>
</tr>
<tr>
<td>718</td>
<td>EVERYTHING SUMMER CAMP</td>
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<tr>
<td></td>
<td>Matt DeMuth</td>
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<tr>
<td></td>
<td>(866) 304-5362</td>
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<td><a href="http://www.everythingsummercamp.com">www.everythingsummercamp.com</a></td>
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<tr>
<td></td>
<td>One shop for summer camp gear and a customized apparel. Stop at our booth to get your free online store today.</td>
</tr>
<tr>
<td>811</td>
<td>EXTREME MAGIC OF ERIC WILZIG, THE</td>
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<tr>
<td></td>
<td>David Wilzig</td>
</tr>
<tr>
<td></td>
<td>(516) 374-6186</td>
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<td><a href="http://www.extrememagicoferic.com">www.extrememagicoferic.com</a></td>
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<td>The LARGEST touring illusion show in the camping industry! Combining big stage illusions, daring escapes, heart-racing stunts, live animals, special effects, cool music and more, award-winning illusionist Eric Wilzig and his lovely assistant, Mariel, bring a professional, theater-style experience to your camp. With over 250 camp shows in the last 3 summers alone... with appearances on NBC's hit TV show America’s Got Talent... with headline performances around the world... “The Extreme Magic of Eric” guarantees a show your camp will never forget!</td>
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<tr>
<td>538</td>
<td>EXTREME STEAM SCIENCE KIDS</td>
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<td></td>
<td>Bob Budah</td>
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<td></td>
<td>(631) 617-4422</td>
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<td><a href="http://www.extremesteamscience.com">www.extremesteamscience.com</a></td>
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<td>Extreme Steam Science Kids is a complete robotics program solution for camps. The programs include full camp curriculum, scheduling, business and marketing recommendations, professional development videos for staff and after school program and schedules. An excellent addition to help campers building 21st Century Skills while having fun!</td>
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<td>231</td>
<td>EZ-Dock</td>
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<td></td>
<td>Buddy Walters</td>
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<td>(732) 690-4881</td>
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<td><a href="http://www.ez-dock.com">www.ez-dock.com</a></td>
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<td>EZ-Dock Docking Systems - Kayak Launchers, Dock Sections, PWL Ports, Low Profile Docks, Crew Docks. ADA compatible docks, Gangways / Ramps and Marine Services.</td>
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<td>818</td>
<td>FANATIC GROUP, THE</td>
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<td></td>
<td>Neil Solomon</td>
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<td></td>
<td>(732) 512-1777 ext. 313</td>
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<td><a href="http://www.thefanaticgroup.com">www.thefanaticgroup.com</a></td>
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<td>Custom branded gifts and novelty merchandise. Specializing in water bottles, tumblers, mugs, stationary, pens and keychains. NO MINIMUM, NO SET UP FEE, NO STARTUP COST.</td>
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<td>FANTASY ISLAND AMUSEMENT PARK</td>
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<td>Scott Hostutler</td>
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<td>(732) 552-0433</td>
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<td><a href="http://www.fantasyislandbri.com">www.fantasyislandbri.com</a></td>
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<td>An Amusement Park on beautiful Long Beach Island with 18 Amusement rides, 14 boardwalk games, large arcade with over 150 games and plenty of food options. New 80 foot Drop Tower and 2 new family rides.</td>
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<td>619</td>
<td>FIRESIDE LODGE FURNITURE COMPANY / WOODED RIVER</td>
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<td></td>
<td>Sara Pridgen</td>
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<td></td>
<td>(218) 568-2432</td>
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<td><a href="http://www.firesidelodgefurniture.com">www.firesidelodgefurniture.com</a></td>
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<td>Fireside Lodge Furniture and Wooded River Bedding (<a href="http://www.woodedriver.com">www.woodedriver.com</a>) assists you in creating the ultimate rustic style retreat. With made in the USA furniture and bedding - all with either a lodge, western or southwestern flair to it, you will create an oasis of relaxation. And an unforgettable experience for your guests. Custom projects welcome!</td>
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<td>844</td>
<td>FIRST STUDENT</td>
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<td>Paige Rodgers</td>
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<td>(513) 419-8514</td>
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<td><a href="http://www.firststudentinc.com">www.firststudentinc.com</a></td>
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<td>First Student is North America’s largest bus service, with a fleet of 44,000 buses and 5 million journeys/day. In 2019 we provided transportation to over 1,600 summer camps, making us North America’s largest transportation provider. We understand, and can help you navigate, all the nuances of camp transportation.</td>
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<td>721</td>
<td>FIRST TAKE PRODUCTIONS, INC.</td>
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<td>Jake Packard</td>
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<td></td>
<td>(631) 275-6303</td>
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<td><a href="http://www.firsttake.com">www.firsttake.com</a></td>
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<td>Over 30 years producing quality and creative video productions for the camp industry. Promotional videos, DVD yearbooks, streaming video. commercials.</td>
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<td>401</td>
<td>FLAGHOUSE</td>
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<td></td>
<td>John Ruggiero</td>
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<td></td>
<td>(800) 793-7900</td>
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<td><a href="http://www.flaghouse.com">www.flaghouse.com</a></td>
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<td>For 65 years, FlagHouse has been dedicated to providing the best in recreational products, programs, and equipment, including team and individual sports as well as a full line of fitness, aquatics, games, game tables, and more. Visit us @FlagHouse.com to view our complete line of solutions to fit your needs, at great values to fit your budget.</td>
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<td>550</td>
<td>FLOORBALL 4 ALL</td>
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<td>Robert Maiorana</td>
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<td></td>
<td>(302) 525-1510</td>
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<td><a href="http://www.floorballforall.com">www.floorballforall.com</a></td>
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<td>Floorball is a friendly, safe and inexpensive activity that your campers will love to learn and play. It is a perfect complement to your current team programs such as basketball, soccer and other sport like activities. It is very inclusive and flexible; ideal for coed and mixed age groups. 3, 4 or 5 on each team. There are national leagues, world champions, it is part of the World Games, Special Olympics, an exhibition sport in the 2020 Olympics. Rapidly growing in the US &amp; 2nd largest sport in Northern Europe.</td>
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<td></td>
<td>Jacob Frankel</td>
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<td>(718) 388-7115</td>
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<td>Disposable paper products &amp; janitorial supplies</td>
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<td>Renee Wilson</td>
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<td></td>
<td>(646) 619-8628</td>
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<td><a href="http://www.flynyny.com">www.flynyny.com</a></td>
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<td>Pop culture galleries celebrate iconic aspects of NYC such as fashion, architecture and film with a flight simulation ride. Feel the wind in your hair and the movement of flight as you soar over the Big Apple witnessing iconic events all from a bird’s eye view!</td>
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<td></td>
<td>Frank J. Ferrara</td>
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<td>(732) 751-1780</td>
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<td><a href="http://www.fba-usa.com">www.fba-usa.com</a></td>
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<td>Food &amp; Beverage Associates is a food service provider specializing in children’s summer camps as well as other facilities. We provide quality food, safely, while maintaining your budget. Our professional staff will work together with your camp to customize your food-service needs.</td>
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<td></td>
<td>Tom Soffer</td>
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<td></td>
<td>(973) 767-1070</td>
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<td><a href="http://www.freshbeverages.com">www.freshbeverages.com</a></td>
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<td>Slush, shakes and ice cream products and machines.</td>
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<td>Josh Mason</td>
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<td></td>
<td>(402) 939-3053</td>
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<td><a href="http://www.funexpress.com/corporate">www.funexpress.com/corporate</a></td>
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<td>Make every day fun with Oriental Trading Company products from Fun Express! We offer an amazing selection of crafts including STEM, novelties, holiday and party supplies - all at ACA Discounted Prices.</td>
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<td>735</td>
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<td></td>
<td>Ann Jelito</td>
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<td></td>
<td>(914) 637-7575</td>
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<td><a href="http://www.funfuziononline.com">www.funfuziononline.com</a></td>
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<td>Westchester’s largest family entertainment center.</td>
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<td>Scott Lantzman</td>
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<td></td>
<td>(973) 882-9777</td>
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<td><a href="http://www.funtimejunction.com">www.funtimejunction.com</a></td>
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<td>Established in 1994, FunTime Junction is a 19,000 square foot renovated indoor facility ideal for toddlers through 11 years old. Activities include multi-level softplay climbscape, jump pillow, laser tag, rides, games and redemption counter. Facility also features private party rooms and a full service cafe. Group packages are available. Awarded Best of Essex Children’s Party Place, Mommy Poppins Bestie Award and NJ Family’s Best Indoor Play Places in NJ.</td>
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<td>Isabelle Audet</td>
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<td>(844) 393-6684</td>
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<td><a href="http://www.ohfxemotions.com">www.ohfxemotions.com</a></td>
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<td>Oh! FX Emotion; We have a large variety of machines and accessories for SPECIAL EFFECT for your camp events and entertainment. Our products are high quality, reliable and safe without renouncing to the BEST PERFORMANCE. Come and see our new generation FOAM machines. We also have CONFETTI and STREAMERS of all sizes, BUBBLES, SNOW and T-SHIRT launchers. And don’t miss our new HQL COLOR POWDERS for color runs and beyond.</td>
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<td>Coach Cliff Silverman</td>
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<td>(847) 573-2377</td>
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<td><a href="http://www.gagaballpits.com">www.gagaballpits.com</a></td>
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<td>Gaga Ball Pit Systems. #1 manufacturer/supplier of Gaga Ball Pit systems and accessories. 5 Model sizes along with optional accessories such as Structural Composite Lumber, Rubber Flooring Tile Systems, Wall Top Covers, ADA Doorway Kits, Metal Game Rules Signs, Portability/Quick Connect Systems, Gaga Balls and much more.</td>
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<td></td>
<td>Steven Takach</td>
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<td>(570) 677-7337</td>
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<td><a href="http://www.genmills.com">www.genmills.com</a></td>
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<td>Cereal, snacks, baking mixes, yogurt, breads.</td>
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<td>Steven Spielman</td>
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<td>(917) 575-2623</td>
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<td><a href="http://www.germfreetechnologies.com">www.germfreetechnologies.com</a></td>
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<td>Hand sanitizing products that are alcohol-free, no odor, long lasting and kid friendly. Come see our samples of personalized credit-card size sprayer that are great for visiting day and/or as promotional items. We offer an array of various sized hand sanitizers, hand soap disinfecting wipes and germicidal wipes.</td>
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<td>John Haug</td>
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<td>(800) 682-1665</td>
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<td><a href="http://www.teddygetready.com">www.teddygetready.com</a></td>
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<td>Teddy Get Ready is a line of stuff-your-own plush that lets kids create their very own plush toys. These toys have a unique, patented navel drawstring closure. Children just love stuffing the animals through their belly buttons and then being able to pull on the drawstring and close it up, with no sewing at all. Just safe, easy, and fun.</td>
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<td>446</td>
<td>GLITZCAMP USA</td>
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<tr>
<td>Keith Krzeminski</td>
<td>(540) 354-4776</td>
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<td><a href="http://www.glitzcamp.com">www.glitzcamp.com</a></td>
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Glitzcamp manufactures Glamping Tents and is one of the largest glamping tent manufacturers in the world. Our products range from simple domes and safari tents to large custom structures. Glitzcamp USA is part of Shelter Structures USA - Clearspan Tents who provides tents to camps, resorts and rental companies. Our affordable tent products can be seen from summer camps to the Super Bowl - come discuss how we can help you with your space needs.

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| Sandy Stewart | (717) 231-2988 | sandy@hersheyharrisburg.org |
| groups.visit hersheyharrisburg.org |

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| www.interexchange.org/campusa |

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| 435, 534 | INTERNATIONAL EXCHANGE OF NORTH AMERICA |
| Matt Buczek | (908) 628-0527 | matt.buczek@iena.org |
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Label Daddy brings a fun, stylish, simple and convenient way to label all of your things! Label Daddy’s “peel and stick” washable labels are easy to use and ideal for identifying all your belongings! Custom design your own labels. Choose from fun and colorful designs, including MLB, NBA and NHL icons! Our exclusive lamination options adds an extra layer of protection. We also offer many other customized products to choose from on our website!

LAKE COMPOUNCE THEME AND WATER PARK
Barbara Parlee
(860) 583-3300 bparlee@lakecompounce.com
www.lakecompounce.com
Lake Compounce in Bristol, CT is America’s longest continually operating amusement park and home to the largest water park in Connecticut. We offer groups a day of unforgettable fun! Try our catered picnic package - a value that can’t be beat! Stay overnight at Bear Creek Campground!

LANDWAY
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(650) 483-4266 bryan@landway.com
www.landway.com
Landway is your source for men, ladies, and youth embroidered outerwear including fleece, soft shell, rainwear, and moisture wicking shirts.

LEGOLAND DISCOVERY CENTERS
Blaine McCurry
Blaine.McCurry@merlinentertainments.biz
www.legolanddiscoverycenter.com
LEGOLAND Discovery Centers are the ultimate indoor LEGO playgrounds with locations in New Jersey’s American Dream, Philadelphia and Westchester, NY. Your campers can create, build and play at 10, interactive LEGO building zones, enjoy rides, 4D movies and more! Visit our website for more information on special rates for camp groups.

LEGOLAND NEW YORK RESORT
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(845) 545-3558 paul.torres@legoland.com
www.legoland.com/new-york
LEGOLAND is a chain of family theme parks. Opening in 2020, LEGOLAND New York Resort will be a seasonally open park from April to November. Perfect for camp trips!

LIBERTY SCIENCE CENTER
Mary McDonald
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www.lsc.org
We love groups! Twelve galleries of hands-on fun include a pitch-black maze, a 64-platform climbing gym hanging 35 feet above the floor, real lab experiments on DNA and marine science, live surgery programs, and more. Don’t forget to visit the western hemisphere’s largest planetarium! Still featuring the Giant Dome Theater.

LICE TREATMENT CENTER, THE
Adrian Picheny
(917) 648-3789 Adrian@licetreatmentcenter.com
www.licetreatmentcenter.com
The Lice Treatment Center is dedicated to providing effective programs to prevent and treat head lice. Our Lice Treatment Center prevention and treatment products are non-toxic and pediatrion formulated. Our services include on-site consulting, lice checks and treatment services.

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www.litezilla.com
Litezilla is the world’s largest Lite-Bright. It encourages creativity, learn-building, and fun! Children of all ages - and those with physical, cognitive, or sensory differences - can create and illuminate pictures, patterns, and designs with ease. Made from super-durable surgical grade materials, Litezilla is easy-to-clean, completely customizable, and virtually maintenance free! Comes with a bunch of extra rods. Works great in both bright rooms and direct sunlight. Installs in less than an hour. Get yours in time for summer!
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Matchstick Film Company is a New York based digital production agency obsessed with crafting the best video content for our clients. We work with brands all over the Country to create experiences that present their identity in an engaging way.

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info@masoncorporation.com
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Your “Made in the USA” recreation destination for over 30 years. We design, manufacture, and install attractive, affordable water slides. With a Mason Water Slide your campers are totally enclosed from the time they enter the tower, until they exit the flume. Camps count on us for Shade Structures, Site Amenities (such as custom tables and benches), Indoor Playground and active team building Roller Racer scooters.

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(866) 306-2235
Nicole.Camillo@mabelslabels.com
www.mabelslabels.com
Mabel’s Labels is the leading provider of waterproof, personalized kids’ labels. Encourage labeling before camp starts to eliminate your lost and found and raise funds. Join our free, easy labeling program for camps today. We can even print your logo on our awesome labels with no setup fee.

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simplystevemagic@yahoo.com
www.mme123.com
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Josh Kramer
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www.maximumqualityfoods.com
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Mental Health Directs provides training for staff to be confidently prepared and equipped to identify youth experiencing mental health challenges. Participants trained by Mental Health Directs learn to evaluate a crisis situation and appropriate action, provide health support and resources and understand the importance of early intervention and decrease the stigma of mental illness.

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Erin King
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www.merchantsfleet.com
Merchants Fleet provides short-term leasing solutions as short as two months, all the way up to 12 months, for a variety of passenger vans, shuttles, SUVs, buses, trucks, and sedans to help you transport your campers quickly and safely. Reservations are always guaranteed, and we offer flexible payment options that can coincide with your business plan and cash flow. When the children are at your summer camp, you should be focused on fun, not on how you move them around.

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www.namebubbles.com
NameBubbles.com is the leading brand of waterproof and machine washable labels around. Our goal is to make sure parents have one less thing to worry about when sending their kids off to school, daycare, camp, or even just a friend’s house so that everything returns home at the end of the day.

820  NATIONAL CAMP GROUP
Bjorn Waldron
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### National Circus Project

Robyn Langella  
(516) 334-2123  
robyn@nationalcircusproject.com  
www.nationalcircusproject.com

The National Circus Project provides the highest quality circus arts performances, “hands on” circus skill workshops and residency programs for campers to perform in their very own circus.

### Nationwide Instruction for Cardiovascular Education

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(631) 643-9896  
chris.byron@niceheart.com  
www.niceheart.com

AED, CPR, First Aid, RTE, EpiPen, All Medical Direction, instruction, certification, inspection and equipment. AEDs, first aid kits, EpiPen, O-2,Rx, QC,Bloodborne Transmission, etc.

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Harold Gordon  
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harold@nature-watch.com  
www.nature-watch.com

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Jamie Potts  
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jpotts@bsnsports.com  
www.campxpress.com

New England Camp Discounter is the complete source for all your camp and recreation needs. We offer outstanding values on archery, game tables, waterfront, kayaking, rescue, team sports, water safety, and much more!

### New Jersey Sea Life Aquarium

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nymentalist@gmail.com  
www.newyorkmentalist.com

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tgooding@omnikin.com  
www.omnikin.com

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info@packforcamp.com  
www.packforcamp.com

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Tania Lusky  
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tania@packmyrx.com  
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Simplify the administration of medication in camps with our pre-packaged, customized medication packs. Our goal is to make the camp nurse’s job easier while providing a safe, convenient and simple solution to dispensing medication to children. Contact: Diana Grimberg Peisach at diana@packmyrx.com and Tania Lusky at tania@packmyrx.com
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| **705** | **PANARAM/USA-TOWL** | Julie Silver  
  (800) 872-8695  
  www.usatowl.com  
  Washing Machines & Towels.sheets, blankets, pillows, pillow cases, dryers, laundry detergents |
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| **506** | **PARTY PERFECT RENTALS** | Michael Bain  
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  www.partyperfectrentals.com  
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| **513** | **PEST HEAT** | Vince LaMantia  
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<td><strong>RADIOBOSS 2-WAY RADIOS</strong>&lt;br&gt;Adam Smith&lt;br&gt;📞 (516) 694-6000  <a href="mailto:adam@radioboss.com">adam@radioboss.com</a>&lt;br&gt;www.radioboss.com&lt;br&gt;Now 15 years at ACA shows, RadioBoss 2-Way Radios has provided Sales, Rentals and Service of staff communication radios. Free on-site trials, lower prices, the quickest repair turnaround in the industry and helpful customer support set RadioBoss aside from the competition as we await your most urgent needs all summer long. We offer accessories of all types, PA systems (radio-activated), repeaters, callback, base stations, etc. and can provide on-site installation when possible.</td>
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| 301, 400 | <strong>S&amp;S WORLDWIDE</strong>&lt;br&gt;Kevin Lovely&lt;br&gt;📞 (800) 243-9232  <a href="mailto:klovely@ssww.com">klovely@ssww.com</a>&lt;br&gt;www.ssww.com&lt;br&gt;Family-owned since 1906, S&amp;S is your one-stop shop for arts &amp; crafts, sporting equipment and STEM products. We make it easy to help people play and learn! |
| 320   | <strong>SAHARA SAMS OASIS INDOOR &amp; OUTDOOR WATER PARK</strong>&lt;br&gt;Beth Twisler&lt;br&gt;📞 (856) 767-7580  <a href="mailto:btwisler@saharasams.com">btwisler@saharasams.com</a>&lt;br&gt;www.saharasams.com&lt;br&gt;Sahara Sam’s Oasis Indoor &amp; Outdoor Water Park EXPANDED! Now featuring 80,000 sq ft of water amusements, mostly under a RETRACTABLE ROOF! Sahara Sam’s has an attached 2-acre Outdoor Water Park for an extra splashtastic time! Ellis Certified Lifeguards! All Camps Receive 1:10 comps; FREE parking; “brown bag it” option. |
| 430   | <strong>SCHOOL BUS MANAGER</strong>&lt;br&gt;Max Kusner&lt;br&gt;📞 (888) 667-6883  <a href="mailto:max@schoolbusmanager.com">max@schoolbusmanager.com</a>&lt;br&gt;www.schoolbusmanager.com&lt;br&gt;School Bus Manager is the simplest and most affordable bus routing program for camps. Users can build trips with turn-by-turn directions, accurate stop times, take attendance and more. It is web-based, efficient, saves time and money. Can easily be connected to your camp software. |</p>
<table>
<thead>
<tr>
<th>BOOTH</th>
<th>EXHIBITOR</th>
</tr>
</thead>
</table>
| 701   | **SEA BREEZE / CUSTOM CONCENTRATES**<br>Jon Samuel<br>(973) 773-9224  jon@seabreezesyrups.com<br>www.seabreezesyrups.com<br>Manufacturer and distributor of beverages for camp. The full line includes Fruit Drink Mixes, Decaffeinated Iced Teas, Juice Bases, 100% Juice Concentrates, Flavored Waters, Sport Drink and classic coffee’s. Our featured beverage program continues to be “Keep it simple - let it flow”.
| 802   | **SHEAR MADNESS**<br>Lisa Field-Coleman<br>(617) 451-0195  LisaF@shearmadness.com<br>www.shearmadness.com<br>Boston’s hilarious whodunit now in its 39th year, allows the audience to solve the crime. Set in a unisex hairstyling salon that is the scene of a wacky murder, the play is filled with up-to-the-minute spontaneous humor, and is delightfully different every time you see it. Shear Madness holds the Guinness record as the longest running play in the history of American Theatre.
| 834   | **SIMON SEZ**<br>Simon Hyman<br>(917) 842-0350  simon@simonyman.com<br>www.simonyman.com<br>Simon Hyman is a Gamemaster in Simon Sez and other fun interactive games. Simon loves challenging other in Simon Sez and focuses on bringing laughter, Comedy and fun to his shows.
| 714   | **SIMPLIVERIFIED**<br>James Wood<br>(801) 808-8616  james@simpliverified.com<br>www.simpliverified.com<br>Simpliverified provides FAST, simple, accurate background screening solutions. We pride ourselves in the quality of our work as well as the efficiency.
| 343   | **SKY ZONE INDOOR TRAMPOLINE PARK**<br>Amy Janay<br>(973) 396-4001  amy.janay@skyzone.com<br>www.skyzone.com/pinebrook<br>Sky Zone is the world’s first indoor trampoline park. We’re the inventors of “fun fitness” and the makers of trampolines as far as the eye can see. We give you one of the greatest workouts ever combined with awesome, healthy fun. We’ve voted the number one “out of the box” workout and the “best party ever”. Experience WOW - the weightlessness of bouncing, flipping and landing in a pit filled with 10,000 foam cubes.
| 342   | **SNAPSPORTS, INC.**<br>Sarah Holman<br>(800) 664-3865  SHolman@snaplock.com<br>www.snapsports.com<br>SnapsSports, Inc. the industry leading manufacturing of premium modular athletic surfacing. SnapSports multi-patented surfacing provides superior performance for all levels of play.
| 102   | **SO FUN CITY**<br>Josh Seiden<br>(215) 760-3752  besocial@sofunicity.com<br>www.sofunicity.com/campprograms<br>Developed by a TV Show Writer and a Board Certified Behavior Analyst, SO Fun City offers inclusive programs for campers and travels the country training staff through their effective and Fun Staff Trainings. Build teamwork, confidence, and reduce bullying with SO Fun City’s fun workshops and shows. Camper programs include interactive Magic workshops, STEM, The SO Fun Game Show, Variety shows featuring The Circus Guy, and SO much more!

<table>
<thead>
<tr>
<th>BOOTH</th>
<th>EXHIBITOR</th>
</tr>
</thead>
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| 455   | **SOLSTICE WATERSPORTS**<br>Shelby Schwimmer<br>(631) 254-2155  shelby@swimlinecorp.com<br>www.solsticewatersports.com<br>Solstice Watersports is dedicated to giving customers more time on the water, providing high end water sport & luxury lifestyle pool and marine products. Our boats, docks, kayaks, inflatable stand up paddleboards and tons of fun off the transom items will keep you safe and on the water all year round.
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| 131   | **SPLISH SPLASH**<br>Claire Smith<br>(631) 727-3600  claire.smith@palaceentertainment.com<br>www.splishsplash.com<br>Splish Splash Waterpark is Long Island’s home for family fun. This summer bring your group of 20 or more to Splish Splash where we’ll have the food, the facilities, the water rides and most of all, the fun. There are several catering options available for groups of all sizes. For more information about our group options please contact us at 631-727-3600 x2243
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A-Way with Lice  
Bunkline Outfitter  
Camp College and More chicka-d  
Everything Camper Apparel  
Everything Summer Camp  
Fanatic Group, The  
GrU Vywear LLC  
Mr. D’s Tees  
Name Beads USA Inc.  
Outfit Your Logo  
Party Service  
Ranger Ready Repellent  
South Beach Bubbles  
Spikeball  
Starlux Games  
TriCrosse  
Ugly Mugz  
Universal Creative Concepts

**CAMPING EQUIPMENT**  
Diamond Brand Gear  
Everything Summer Camp  
Kong USA  
Mabel’s Labels  
Pack for Camp  
R&W Rope  
Ranger Ready Repellent  
Rocky Mountain Sunscreen  
Ugly Mugz

**CAR / TRUCK RENTALS**  
Camp Trucking  
Merchants Fleet

**CLOTHING & SPORTSWEAR**  
Amerasport, Inc.  
American Marketing  
Bunkline Outfitter  
C.C. Creations  
Camp Spot, The chicka-d  
Creative Alternatives  
Direct Promotions  
Everything Camper Apparel  
Everything Summer Camp  
GrU Vywear LLC  
L.L. Bean  
LabelDaddy.com  
LogoTags  
Mr. D’s Tees  
MV Sport/The Game  
New England Camp Discounter  
Pack for Camp  
Universal Creative Concepts

**COMMUNICATIONS**  
ACradiocom  
CampDoc.com  
CampMinder, LLC  
Circuitree Solutions  
First Take Video, Inc  
Graduway  
Kew Forest  
KidSafe Foundation  
MercurySend.com  
Perlow Productions  
R F Design & Integration  
RadioBoss 2-Way Radios  
Regpack  
Relay  
School Bus Manager  
Vital Camps

**COMPUTER AND WEB SERVICES**  
ACTIVE Network, Camps  
Bunk1  
Camp Link USA  
CampBrain  
CampDoc.com  
CampMinder, LLC  
CampSite  
Campivities  
Circuitree Solutions  
Graduway  
Perlow Productions  
Regpack  
School Bus Manager  
UltraCamp  
Vernon Computer Source  
Vital Camps

**COURT CONSTRUCTION / RECREATIONAL**  
Copeland Coating Co., Inc.  
GagaBallPits.com  
SnapSports, Inc.  
SportPros USA  
Sport-Tech Acrylics Corp

**DOCKS AND RAFTS**  
Aquamentor  
Commercial Recreation Specialists  
EZ-Dock  
Meeco Sullivan  
Solstice Watersports  
Stand on Liquid

**EDUCATIONAL PROGRAMS / ACTIVITIES**  
AC Supply Co.  
Amir  
AMSKier  
Arboreal Edge  
Ari Safari  
Artesprix  
Boston Attractions Group  
CIEE (Council on Intl Educational Exchange)
EXHIBITOR PRODUCT / SERVICE INDEX

Circle Line Sightseeing Cruises
Circus of the Kids
Class Act Performing Artists & Speakers, Inc.
Compass Awards
Disney on Broadway
Extreme Steam Science Kids
FlagHouse
FLY NY
Fun Express a subsidiary of Oriental Trading Company
Graduway
Gratz College
Group Sales Box Office at Broadway.com
Hershey Harrisburg Regional Visitors Bureau
High 5 Adventure Learning
Intrepid Sea, Air and Space Museum
Lake Compounce Theme and Water Park
LEGOLAND Discovery Centers
Liberty Science Center
LiteZilla
Luna Park at Coney Island
Magical Memories Entertainment
Maplewoodshop
National Circus Project
Nationwide Instruction for Cardiovascular Education
Nature Watch
New Jersey SEA LIFE Aquarium
Party Service
Path to Rhythm
Pocono Whitewater
Ramblewild
RhythmetriX
Ripley’s Believe It or Not! Times Square
S&S Worldwide
Sahara Sams Oasis Indoor SO Fun City
South Beach Bubbles
SummerTech
The Field Trip Directory
The Handwork Studio
Vital Camps

ELECTRONICS
AC Supply Co.
CampDoc.com
Extreme Steam Science Kids
LiteZilla
RadioBoss 2-Way Radios
S&S Worldwide
Universal Creative Concepts

ENTERTAINERS
Amazing Amusements & Entertainment
Camper Glow & Camper Quest
Circus of the Kids
Class Act Performing Artists & Speakers, Inc.
Degen Booking International

Extreme Magic of Eric Wilzig, The Group Sales Box Office at Broadway.com
Harlem Wizards
Kids on Wheels
Magic Mehl Illusions
Magical Memories Entertainment mainstages
Master Illusionist Elliot Zimet
Medieval Times Dinner & Tournament
National Circus Project
New York Mentalist
Party Perfect Rentals
Party Service
Path to Rhythm
Power Performers / Robert Channing
RhythmetriX
Ripley’s Believe It or Not! Times Square
Shear Madness
Simon Sez
SO Fun City
Solo Circus
SummerCampEntertainment.com
The Field Trip Directory
Unique Entertainment

FACILITIES MANAGEMENT
ACTIVE Network, Camps
CampDoc.com
Campivities
Circuitree Solutions
ESS Universal
Kew Forest
MedMattress.com
New England Camp Discounters
PackMyRX

FINANCIAL SERVICES
CampDoc.com
Regpack

FITNESS EQUIPMENT
CROSSNET
GagaBallPits.com
H&H Purchasing / Marketplace
Key Log Rolling
Kong USA
Mamba GaGa
New England Camp Discounters
Solstice Watersports
Spikeball
Starlux Games

Floors
Mateflex
SportPros USA

Food & Beverage Products & Services
a la Mode Shoppe
Cookies & More
Delorio Foods Inc.
Driscoll Foods
Food & Beverage Associates
Fresh Beverages
General Mills Foodservice
H&H Purchasing / Marketplace
JH Paper Company
Kasa’s Food Distributing Co.
Maximum Quality Foods
Medieval Times Dinner & Tournament
Mompops
Performance Foodservice
Rocky Mountain Sunscreen
Sea Breeze / Custom Concentrates
SunButter
Tasty Entrees
Wolfwoods, Inc.
Yangs 5th Taste

Free Camp Material
CampDoc.com mainstages
The Field Trip Directory

Furniture
American Bedding Manufacturers, Inc
Blick Art Materials
ESS Universal
Fireside Lodge Furniture Company / Wooded River
Jess Crate Furniture & Supplies
Kammok
Kay Park & Recreation Corp.
MedMattress.com
S&S Worldwide
SSI Out of School
Westex

Games
9 Square in the Air
Amazing Amusements & Entertainment
Carma Games
Circus Time Amusements & Entertainment
CROSSNET
Family Store Network
Fantasy Island Amusement Park
Fun Express a subsidiary of Oriental Trading Company
FX Emotion
GagaBallPits.com
LiteZilla
Luna Park at Coney Island
Magical Memories Entertainment
mainstages
Mamba GaGa
Mason Water Slides
Medieval Times Dinner & Tournament
New England Camp Discounters
Omnikin
Party Perfect Rentals
Party Service
Partymachines.com
EXHIBITOR PRODUCT / SERVICE INDEX

LAWN & GROUNDS MAINTENANCE
- Pennsylvania Paper & Supply Company
- Rocky Mountain Sunscreen

LINENS
- Bourdon’s Institutional Sales
- Camp College and More
- E & R Cleaners – The Camper’s Laundry
- JH Paper Company
- Peel Away Labs, Inc.
- We Wash It Laundry

LUGGAGE DELIVERY SERVICE
- Camp Trucking

MEDICAL SUPPLIES & EQUIPMENT
- American Red Cross
- Aquamentor
- CampDoc.com
- CampMeds, Inc.
- Germ Free Technology
- Nationwide Instruction for Cardiovascular Education
- PackMyRX
- Ranger Ready Repellent
- Rocky Mountain Sunscreen

OFFICE EQUIPMENT
- H&H Purchasing / Marketplace
- Outfit Your Logo
- RadioBoss 2-Way Radios
- S&S Worldwide
- School Bus Manager

PAPER GOODS
- Frankel Disposables
- JH Paper Company
- Pennsylvania Paper & Supply Company
- S&S Worldwide
- Westex

PERSONNEL SERVICE / STAFF PLACEMENT
- Amir
- Camp America
- Camp Counselors USA
- Camp Leaders
- CampSite
- CIEE (Council on Intl Educational Exchange)
- Circuitree Solutions
- InterExchange Camp USA
- International Exchange of North America
- KidSafe Foundation
- WhizResources

PEST REMOVAL
- A-Way with Lice
- Ivy Oaks Analytics
- Lice Treatment Center, The
- Pennsylvania Paper & Supply Company
- Pest Heat

PHOTOGRAPHERS
- Irvin Simon Photographers
- Jasienowski Studio, Inc. Portrait Photographers
- Magical Memories Entertainment
- Perlow Productions
- Waldo Photos

PLAYGROUND EQUIPMENT
- 9 Square in the Air
- Commercial Recreation Specialists
- GagaBallPits.com
- Kammok
- Mamba GaGa
- Mason Water Slides
- New England Camp Discounter
- Partymachines.com
- Rocky Mountain Sunscreen
- Spikeball
- Sport Resource Group
- Sports and Golf Solutions
- Tree-Mendous Adventure Parks

POOL CONSTRUCTION / POOL EQUIPMENT
- Aquamentor
- Commercial Clearwater Company, Inc.
- Custom Pools of Rockland
- GrUVywear LLC
- Key Log Rolling
- Mason Water Slides
- Rocky Mountain Sunscreen
- Solstice Watersports

PRINTING & GRAPHIC SERVICES
- 2K Printing & Promotions
- Amerasport, Inc.
- Bunkline Outfitter
- Camp Link USA
- Direct Promotions
- Jasienowski Studio, Inc. Portrait Photographers
- Outfit Your Logo

PROGRAMS
- Amir
- Arboreal Edge
- Ari Safari
- Boston Attractions Group
- Circus of the Kids
- Compass Awards
- Extreme Steam Science Kids
- Intrepid Sea, Air and Space Museum
- Key Log Rolling
- Kids on Wheels

HEALTH & SAFETY
- A-Way with Lice
- Camp Health Consulting
- CampDoc.com
- CampMeds, Inc.
- Circuitree Solutions
- Germ Free Technology
- Ivy Oaks Analytics
- KidSafe Foundation
- Mental Health Directs
- Rocky Mountain Sunscreen

INSTRUCTION - SPORTS
- CROSSNET
- Key Log Rolling
- Mamba GaGa
- Nationwide Instruction for Cardiovascular Education

INSURANCE
- AMSkier
- A-Way with Lice
- CampDoc.com
- CampMinder, LLC
- National Camp Group
- Philadelphia Insurance Companies
- RPS Bollinger - Sports & Leisure
- Sobel Affiliates, A Brown & Brown Company

JANITORIAL & MAINTENANCE SUPPLIES
- Frankel Disposables
- H&H Purchasing / Marketplace
- JH Paper Company
- Kew Forest
- Pennsylvania Paper & Supply Company
- Rocky Mountain Sunscreen
- S&S Worldwide
- Westex

KITCHEN EQUIPMENT & DESIGN
- Food & Beverage Associates
- H&H Purchasing / Marketplace
- Westex
- Wolfoods, Inc.

LAUNDRY EQUIPMENT / SERVICE
- E & R Cleaners – The Camper’s Laundry
- Panaram/USA-TOWL
- Pennsylvania Paper & Supply Company
- We Wash It Laundry
EXHIBITOR PRODUCT / SERVICE INDEX

Nationwide Instruction for Cardiovascular Education
Nature Watch
Path to Rhythm
Ripley's Believe It or Not! Times Square
SO Fun City
The Handwork Studio

PROMOTIONAL ITEMS & GIFTS
2K Printing & Promotions
4imprint
AC Supply Co.
Advance Specialties
Amerasport, Inc.
Artesprix
Barker Specialty Company
Bunkline Outfitter
C.C. Creations
Creative Alternatives
Diamond Brand Gear
Direct Promotions
Everything Summer Camp
Fanatic Group, The
GrUVywear LLC
Jasienowski Studio, Inc. Portrait Photographers
LogoTags
Mr. D's Tees
Name Beads USA Inc.
Outfit Your Logo
Pack for Camp
Perlow Productions
Rocky Mountain Sunscreen
Ugly Mugz
Universal Creative Concepts

PUBLISHING
Jasienowski Studio, Inc. Portrait Photographers

ROCK CLIMBING WALLS
Adirondack Extreme Adventure Course / Tree to Tree Cape May
Adventure Network
Arboreal Edge
Circus Time Amusements & Entertainment
Kong USA
Party Perfect Rentals
R&W Rope
S&S Worldwide
Sahara Sams Oasis Indoor
Sky Zone Indoor Trampoline Park
The Adventure Guild
Tree-Mendous Adventure Parks

SAFETY INFORMATION PROGRAMS/ SUPPLIES
American Red Cross
Aquamentor
CampDoc.com
CampsMeds, Inc.

GrUVywear LLC
Kew Forest
KidSafe Foundation
Nationwide Instruction for Cardiovascular Education
PackMyRX
Ranger Ready Repellent
Rocky Mountain Sunscreen
Vital Camps

SECURITY
A-Way with Lice

SKATEPARK EQUIPMENT
GagaBallPits.com
Rocky Mountain Sunscreen

SOLAR
GrUVywear LLC

SOUND / VIDEO SYSTEMS
Magical Memories Entertainment

SPORTS ENTERTAINMENT PROGRAMS
Camper Glow & Camper Quest
Circus of the Kids
Class Act Performing Artists & Speakers, Inc.
Fun Fuzion @ New Roc City
GagaBallPits.com
Kids on Wheels
Kinsey's Inc
Mamba GaGa
Pocono Whitewater
Sky Zone Indoor Trampoline Park
Starlux Games
State Fair Group
TriCrosse

STATIONERY
Fanatic Group, The
Fun Express a subsidiary of Oriental Trading Company

TENTS, TEEPEES, SHELTERS
Ace Canvas & Tent
Anchor Industries
Diamond Brand Gear
Giltzcamp USA - Shelter Structures USA
Kammok
Pacific Yurts, Inc.
S&S Worldwide

TOURS AND TRAVEL
Academy Express, LLC
Adirondack Extreme Adventure Course / Tree to Tree Cape May
Boston Attractions Group
Camelback Resort
Circle Line Sightseeing Cruises

Club Getaway
Crayola Experience
Delaware River Tubing Inc.
FLY NY
Fun Fuzion @ New Roc City
Group Sales Box Office at Broadway.com
Hershey Harrisburg Regional Visitors Bureau
Intrepid Sea, Air and Space Museum
Medieval Times Dinner & Tournament
Pocono Whitewater
Regpack
Ripley's Believe It or Not! Times Square
Sahara Sams Oasis Indoor
Statue Cruises
The Field Trip Directory
Wildlife Conservation Society

TROPHIES & AWARDS
C.C. Creations
Compass Awards
Crown Trophy
Outfit Your Logo
S&S Worldwide
USCutter

VIDEO PRODUCTION SERVICES AND DVD COPIES
829 Studios
Camp Athletic Supply
Cove Creek Productions
First Take Video, Inc
Matchstick Film Company
Perlow Productions

WATER FRONT EQUIPMENT / PRODUCTS
American Sail, Inc.
AquaEye
Aquamentor
Commercial Recreation Specialists
FlagHouse
GrUVywear LLC
Key Log Rolling
Mason Water Slides
Meeco Sullivan
MTI Life Jackets
RadioBoss 2-Way Radios
RAVE Sports
Rocky Mountain Sunscreen
Solstice Watersports
South Beach Bubbles
Stand on Liquid
Starlux Games
TriCrosse
Wibit Sports
Zim Sailing
CONFERENCE SYLLABUS

Don’t know where to start? Updated for 2020, here are customized syllabi for certain groups of attendees. The description and logo for each group is defined below—our hope is that this will help you find the right sessions to make your conference the most productive one possible. Please use these lists as a guideline; they are just recommendations and by no means comprehensive. We hope this helps you on your conference planning!

1ST TIME ATTENDEES

If this is one of your first few times attending the Tri-State CAMP Conference, you may want to visit these sessions. These are some of the most critical topics that you’ll need to be successful this summer. These well-known and motivating speakers are sure to leave you inspired for another amazing summer at camp!

ADMINISTRATIVE

Do you spend much of your time as one of the “unsung heroes” that works with the important back-end stuff that makes camp run smoothly? If so, you might find these sessions very interesting!

FINANCE AND REGULATIONS

These sessions deal with the economic and regulatory issues that are vital to every successful organization!

FOR STAFF TRAINERS

Every supervisor is only as successful as the staff that he or she manages. Are you looking for some new ideas to get the best out of your staff? Here are some sessions that will help you improve your ability to coach your staff to reach new heights.

FRONT LINE STAFF

Whether you work directly with campers, or are looking for a turn-key lesson to present to your front-line staff, these sessions will provide you with practical skills that will directly impact the camper experience.

GENDER AND SEXUALITY

Are you looking to increase your knowledge about issues relating to gender and sexuality? Is your camp trying to become more inclusive? These engaging and informative sessions will cover a wide range of topics!

GET ACTIVE!

Who says learning can’t be fun? These sessions are a great way to learn while being active! Be ready to participate.

MENTAL HEALTH

The mental health and well-being of campers and staff has emerged as a changing and critical issue over the last few years. These sessions will help you become more informed and prepared for the upcoming summer.

PERSONAL GROWTH AND SELF-CARE

As camp professionals, we are trained to focus on others before our own needs. These sessions are designed to help you become a better person or professional, and achieve your own goals.

PROGRAM DEVELOPMENT

Are you the person at your camp that creates and plans the schedules and activities? These sessions will surely take your program planning game to the next level!

SALES / ADVERTISING / MARKETING

Sales, advertising, and marketing don’t come naturally to all of us, but as stewards of businesses or nonprofit organizations, we must hone these skills. Whether you are a novice or an expert, there is a sales, advertising, and marketing session for you at Tri-State!

STAFFING DIRECTORS

We all know that a camp is only as good as its staff. These sessions focus on finding, hiring, and developing the best staff possible. These are must-see sessions if you hire camp staff!

TRENDING TOPICS

Are you a year-round camp professional interested in hearing what’s new and exciting in the camp industry? Are you looking for something interesting to shape your conference experience? Consider attending one of these “Trending Topics” sessions. These sessions are about issues that may impact your camp in 2020 and beyond.
Rocketry, Aerospace, Electronic and STEM projects all at rock bottom prices!
Knowledgeable Staff!
Quick Service!

Stop by Booth 552 to learn more!

AC Supply

PO Box 1523
St. Charles, MO. 63302
phone: 1-800-536-0238, 1-800-842-7859
fax: 1-314-991-6768
www.acsupplyco.com
email: acsupply@swbell.net
CONFERENCE SESSIONS AND WORKSHOPS
Monday, March 9

8:00 AM–6:00 PM  Registration Open
8:30 AM–4:30 PM  ACA New Directors Orientation (Room 304)
10:00 AM–5:00 PM  Best. Supervisor. Ever (Room 412)
10:00 AM–6:30 PM  Youth Mental Health First Aid Course (Rooms 401 & 404)
11:00 AM–4:30 PM  Accreditation Process Workshop (Room 321)
1:00 PM–4:00 PM  Epic (Emerging Professionals in Camping) Workshop (Room 419)
2:00 PM–5:30 PM  Pride in Camping Pre-Conference (Room 410)
4:30 PM–8:00 PM  Independent Schools Networking Evening (Cuba Libre, Tropicana)
5:00 PM–6:00 PM  ACA First Timers’ Orientation (Room 301)
7:00 PM–9:00 PM  Dinner at Cuba Libre (The Tropicana) Sign Up Now at Registration!

Tuesday, March 10

7:30 AM–5:00 PM  Registration Open
7:30 AM–8:25 PM  ACA First Timers’ Orientation (Room 321)
8:30 AM–9:30 AM  Concurrent Session Block A
9:45 AM–10:45 AM  Concurrent Session Block B
11:00 AM–12:30 PM  General Session (Hall A): Priya Parker
12:30 PM–3:00 PM  Concurrent Sessions Block C
12:30 PM–3:00 PM  Exhibit Hall Grand Opening
12:45 PM–1:45 PM  Roundtable Sessions
12:45 PM–2:00 PM  Voice (Pre-Registered Members Only) Session with Lunch (Room 412)
3:00 PM–4:00 PM  Concurrent Sessions Block C
3:00 PM–5:00 PM  Exhibit Hall Open
3:00 PM–5:00 PM  Dinner at Carmine’s, The Quarter (At the Tropicana) Sign Up Now at Registration!
7:00 PM–9:00 PM  Evening Social Event – Late Night Drinks, Music, and Fun at Chickie’s and Pete’s, The Tropicana
9:00 PM–Midnight
WEDNESDAY, MARCH 11

7:15 AM
CAMP SHIRT WEDNESDAY (WEAR YOUR CAMP APPAREL)

7:15 AM
5K FUN RUN AT THE ATLANTIC CITY BOARDWALK

7:30 AM–5:00 PM
REGISTRATION OPEN

8:30 AM–9:30 AM
CONCURRENT SESSIONS BLOCK D

9:45 AM–10:45 AM
CONCURRENT SESSIONS BLOCK E

10:45 AM–5:00 PM
EXHIBIT HALL OPEN

10:45 AM–11:45 AM
FREE COFFEE WITH EXHIBITORS

11:00 AM–4:30 PM
ACCREDITATION PROCESS WORKSHOP (ROOM 321)

12:30 PM–1:30 PM
ROUNDTABLE SESSIONS

12:30 PM–1:45 PM
VOICE (PRE-REGISTERED MEMBERS ONLY) SESSION WITH LUNCH (ROOM 412)

2:00 PM–3:00 PM
CONCURRENT SESSIONS BLOCK F

3:15 PM–4:15 PM
CONCURRENT SESSION BLOCK G

4:15 PM–5:00 PM
EXHIBIT HALL OPEN

5:00 PM–7:00 PM
WEDNESDAY EVENING ENTERTAINMENT AT THE SHERATON HOTEL

THURSDAY, MARCH 12

7:30 AM–2:30 PM
REGISTRATION OPEN

9:00 AM–10:00 AM
CONCURRENT SESSIONS BLOCK H

9:30 AM–12:00 PM
EXHIBIT HALL OPEN

9:30 AM–10:00 AM
FREE COFFEE WITH THE EXHIBITORS

10:15 AM–11:15 AM
CONCURRENT SESSIONS BLOCK I

11:15 AM–12:00 PM
FREE REFRESHMENTS WITH EXHIBITORS “LAST CHANCE TO SHOP!”

12:00 PM–1:30 PM
GENERAL SESSION (HALL A): CARLI LLOYD

LEGENDS OF CAMPING AWARD WINNER: JEFFRY ACKERMAN

5:00 PM–7:00 PM
WEDNESDAY EVENING ENTERTAINMENT AT THE SHERATON HOTEL
Order Before the End of the Conference for Best Seller

SHOW SPECIALS

AND LATER... YOU CAN USE THIS HANDY GUIDE TO ORDER IN CORRECT PROPORTIONS FOR CAMP STORE SUCCESS

1: Start with APPAREL, choose any item, then move to each new category in this order.
2: Skip categories that you already have inventory.
3: Loop back to the beginning and repeat until done.

E WE SEE
APPAREL
BOTTLES
TOYS

BAGS
TRADITIONAL
CARABNR
250 @ .69

ANIMALS
CONSERVYN
72 @ 7.85

WRITABLES

MUGS
CAMPFIRE
144 @ 2.63

www.OutfitYourLogo.com | 315.446.5252 | CustomerService@OutfitYourLogo.com | © Outfit Your Logo, Inc | 2020
**VOCE TO VOCE SESSIONS**

This year’s CAMP Conference will be the tenth meeting of VOCE. This group serves leaders who have had ultimate operational authority in an ACA camp for at least 5 years. At the conference, they will sit down together once each day—Tuesday, March 10th (with lunch included), and Wednesday, March 11th (with lunch included)—for interactive discussions about camp and their roles. VOCE sessions taking place at this year’s conference (for VOCE members only):

*Pre-registration is required for these sessions at $75 per person per session or $125 for both*

---

**TUESDAY, MARCH 10**

**VOCE TO VOCE SESSION**

12:45 PM–2:00 PM (WITH LUNCH)

Location: Room 412

**SUSTAINABILITY AND EFFICIENCY IN CAMPING**

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 about 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.

**Featuring a Panel of Camp Directors**

---

**WEDNESDAY, MARCH 11**

**VOCE TO VOCE SESSION**

12:30 PM–1:45 PM (WITH LUNCH)

Location: Room 412

**THE CAMP STAFF CRISIS: WHAT THE RESEARCH SAYS AND WHAT WE SHOULD DO ABOUT IT**

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.

**Laurie Browne, Director of Research, American Camp Association**

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**FOOTNOTE:**

This year’s CAMP Conference will be the tenth meeting of VOCE. This group serves leaders who have had ultimate operational authority in an ACA camp for at least 5 years. At the conference, they will sit down together once each day—Tuesday, March 10th (with lunch included), and Wednesday, March 11th (with lunch included)—for interactive discussions about camp and their roles. VOCE sessions taking place at this year’s conference (for VOCE members only):

*Pre-registration is required for these sessions at $75 per person per session or $125 for both*
CampMinder

A World Where Work is Fulfilling and Life is Fun

Join us.

See what we’re up to at booths 531 & 533.

campminder.com | 303.444.2267
### TUESDAY AT A GLANCE

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 AM–5:00 PM</td>
<td><strong>REGISTRATION OPEN</strong></td>
</tr>
<tr>
<td>7:30 AM–8:25 PM</td>
<td><strong>ACA FIRST TIMERS’ ORIENTATION (ROOM 321)</strong></td>
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<tr>
<td>8:30 AM–9:30 AM</td>
<td><strong>CONCURRENT SESSION BLOCK A</strong></td>
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<tr>
<td>9:45 AM–10:45 AM</td>
<td><strong>CONCURRENT SESSION BLOCK B</strong></td>
</tr>
<tr>
<td>11:00 AM–12:30 PM</td>
<td><strong>GENERAL SESSION (HALL A): PRIYA PARKER</strong></td>
</tr>
<tr>
<td>12:30 PM–3:00 PM</td>
<td><strong>EXHIBIT HALL GRAND OPENING</strong></td>
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<tr>
<td>12:45 PM–1:45 PM</td>
<td><strong>ROUNDTABLE SESSIONS</strong></td>
</tr>
<tr>
<td>12:45 PM–2:00 PM</td>
<td><strong>VOCE (PRE-REGISTERED MEMBERS ONLY) SESSION WITH LUNCH (ROOM 412)</strong></td>
</tr>
<tr>
<td>3:00 PM–4:00 PM</td>
<td><strong>CONCURRENT SESSIONS BLOCK C</strong></td>
</tr>
<tr>
<td>3:00 PM–5:00 PM</td>
<td><strong>EXHIBIT HALL OPEN</strong></td>
</tr>
<tr>
<td>7:00 PM–9:00 PM</td>
<td><strong>DINNER AT CARMINE’S, THE QUARTER (AT THE TROPICANA) SIGN UP NOW AT REGISTRATION!</strong></td>
</tr>
<tr>
<td>9:00 PM–MIDNIGHT</td>
<td><strong>EVENING SOCIAL EVENT - LATE NIGHT DRINKS, MUSIC, AND FUN AT CHICKIE’S AND PETE’S, THE TROPICANA</strong></td>
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</tbody>
</table>

### MY PLAN FOR THE DAY

**BLOCK A**

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**BLOCK B**

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- [ ]
- [ ]

**BLOCK C**

- [ ]
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- [ ]
- [ ]

**THELMA HURWITZ**

**TRI–STATE AWARD WINNER: ALICIA SKOVERA**

**1ST TIME ATTENDEES, MENTAL HEALTH, FINANCE AND REGULATIONS, GET ACTIVE!**

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HOW TO NAVIGATE YOUR WAY THROUGH SESSIONS AT TRI-STATE

Location: Room 402

LEARNING OUTCOMES:
* Participants will learn what to expect at Tri-State.
* Participants will learn what sessions to attend based on roles at camp.
* Participants will socialize with other conference attendees.

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.

Todd Robbins, Director Of Operations, North Shore Day Camp
Brent Osborne, Director, Berkshire Lake Camp

PLAY = HAPPINESS: ACTIVITIES THAT ELICIT HAPPY CHEMICALS IN THE BRAIN

Location: Room 312

LEARNING OUTCOMES:
* Participants will learn a range of games, icebreakers, and connection activities centered on having fun and playing whilst improving our overall health.
* Participants will learn about the 4 primary happiness-producing chemicals in our brains.
* Participants will learn how to integrate play into their campers’ lives both in and out of cabin spaces.

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: 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!

Phil Brown, Senior Trainer, High 5 Adventure Learning Center

PARTNERING WITH PARENTS: PREVENTING SEXUAL ABUSE

Location: Room 313

LEARNING OUTCOMES:
* Participants will learn how to assist parents in teaching the “No Touch Zone” to their children.
* Participants will learn how to teach the “No Touch Zone” in staff training as a method of education and prevention.
* Participants will learn how to establish or enhance the Culture of Safety at camp with parent participation.

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 “No Touch Zone,” 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 it with campers, camps and campers will be better prepared.

Cathi Fischer, AMSkier Partner, AMSkier Insurance

LEARNING OUTCOMES:
* Participants will understand the value of sharing the “why” in every training exercise, particularly icebreakers.
* Participants will recognize that icebreakers are more than just fun opening games for training sessions - they are meaningful training tools that can convey important messages.
* Participants will learn through participation how to facilitate and effectively debrief a unique and varied set of icebreakers that can be incorporated into their next staff meeting or next summer’s staff orientation.

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!

Jed Buck, Principal, Roz and Jed Training & Consulting
Roz Buck, Principal, Roz and Jed Training & Consulting

WHEN TO WORRY: TIPS AND STRATEGIES FOR WORKING WITH ANXIOUS CAMPERS

Location: Room 417

LEARNING OUTCOMES:
* Participants will learn ways that anxiety may present in campers.
* Participants will learn strategies for helping a camper worried about being away from home (separation).
* Participants will learn strategies for the camper nervous to try new things.

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 they may look like in the camp setting. Common camp-related anxieties often include fears of separating from caregivers, fears related to swimming, fears about the weather, and fears about 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.

Rachel Busman, Senior Director, Anxiety Disorders Center, the Child Mind Institute
ENGAGING RETURNING STAFF IN STAFF TRAINING
Location: Room 421
LEARNING OUTCOMES:
* Participants will learn best practices for engaging returning staff members prior to camp starting, and getting feedback and investment from them during the off-season.
* Participants will learn how the needs and concerns of a returning staff member are different from that of a new staff member.
* Participants will hear time-tested best practices during staff training that will ensure returners are taking responsibility for the performances of new staff members.

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.

Stephanie “Ruby” Compton, Chief Exploration Officer, Ruby Outdoors
Beth Allison, Camp Consultant, Go Camp Pro

GOVERNANCE MATTERS: ACTIVATING YOUR BOARD TO SUPPORT YOUR CAMP’S GROWTH
Location: Room 401
LEARNING OUTCOMES:
* Participants will learn to identify solutions to their unique obstacles to good governance.
* Participants will learn a framework for lay leadership (board/camp committee) development.
* Participants will gain tools for developing individual board members and the board as a whole.

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 4 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.

Sarah Eisinger, Director, JCamp 180, a Program of the Harold Grinspoon Foundation
Natasha Dresner, Mentor, JCamp 180, a Program of the Harold Grinspoon Foundation

NAVIGATING CONFLICT TO IMPROVE CAMP CULTURE
Location: Room 302
LEARNING OUTCOMES:
* Participants will learn how to help others get unstuck in their feelings and move forward with productive, healing conversations.
* Participants will learn how to navigate one’s own conflicts, either internally or externally, in a healthy and successful manner.
* Participants will learn how to implement an easy system of conflict resolution to be taught to others with culture and community building in mind.

Inspired by the highly effective “pick a door” 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.

Jay Frankel, Founder / President, True To Life Training

EQUITY AND INCLUSION STRATEGIES IN CAMPS: FITTING IN VS. BELONGING
Location: Room 403
LEARNING OUTCOMES:
* Participants will learn how “fitting in” and “belonging” are connected to conversations of diversity, inclusion, and equity.
* Participants will increase knowledge of strategies and opportunities to increase equity and inclusion.
* Participants will be inspired to implement new strategies to promote equity and inclusion at camp.

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.

Ann Gillard, Director of Research and Evaluation, The Hole in the Wall Gang Camp, SeriousFun Children’s Network

REMOVING YOUR EGO: TEACHING YOUR STAFF HOW TO BE A LEADER AT CAMP AND NOT MAKE IT ALL ABOUT THEM
Location: Room 311
LEARNING OUTCOMES:
* Participants will learn to self-reflect about their ego and how it impacts them at camp.
* Participants will learn how to not make camp all about them.
* Participants will learn multiple ways to reflect on their motives for what they do at camp.

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.

Stephen Maguire, Professional Speaker and Summer Camp Trainer, Go Turnstone
**LEARNING OUTCOMES:**

- Participants will learn how to create activities that address different learning styles and experiences.
- Participants will learn fun ways to create a mutual sense of respect and belonging.
- Participants will learn how to create peer-led opportunities to support inclusivity.

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 LGBT+ campers and staff, and kinder for all of their community.

Jaclyn Harte, Chief Solution Seeker, RepurposeU
Bettina Harriman, Chief Mischief Maker, RepurposeU

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**GAME CHANGING MEETINGS**

Location: Room 419

**LEARNING OUTCOMES:**

- Participants will review a proven framework for planning game-changing meetings that have been adopted by hundreds of camp and non-camp leaders across the country.
- Participants will begin to consider how this framework works by creating a meeting design together.
- Participants will learn tools to enhance their meeting planning and delivery.

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 proven 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.

Paul Katz, Leadership and Organizational Development Consultant, Paul Katz Consulting

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**R.A.M.P. IT UP: CURRICULUM PLANNING FOR RELEVANT AND MEANINGFUL PROGRAMS**

Location: Room 411

**LEARNING OUTCOMES:**

- Participants will learn how to engage staff in curriculum planning.
- Participants will learn to implement and monitor phases of a curriculum throughout the summer.
- Participants will learn how to coach specialty staff to allow for stronger and more impactful programming.

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.

Gregg Licht, Director, Elmwood Day Camp

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**THE PATH FROM A TO B: INCORPORATING AN UNSTRUCTURED APPROACH INTO CAMP**

Location: Room 404

**LEARNING OUTCOMES:**

- Participants will gain an understanding of the benefits of this program approach.
- Participants will experience a hands-on example of a decentralized activity.
- Participants will be able to identify ways to incorporate decentralized ideas into their existing programs.

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.

Molly McCue, Director of Operations, Trail Blazers
Riel Peerbooms, Executive Director, Trail Blazers

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**YOUR CAMP AND A CHANGING GLOBAL ECONOMY**

Location: Room 318

**LEARNING OUTCOMES:**

- Participants will gain perspective on broad trends driving the current environment for businesses.
- Participants will learn how to understand how global macroeconomic themes can impact small local businesses such as camps.
- Participants will learn how the economy is affecting the middle-class consumer and explore the resulting risks and opportunities for camps.

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.

Christopher Meeske, CIMA, Senior Researcher, Portfolio Strategist, Gerstein Fisher
SUSTAINABLE CAMPS - BE THE ENVIRONMENTAL LEADERS OUR YOUTH DEMAND 🌱
Location: Room 415

LEARNING OUTCOMES:
* Participants will learn about the unique opportunities they have to be leaders in the sustainability movement.
* Participants will learn about ways to be responsive to change leaders who emerge in their camp communities.
* Participants will learn how to begin or expand sustainability programs in their own camps.

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 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.

Lauren Brandt Schloss, Executive Director, Usdan Summer Camp for the Arts

TELL AN AWESOME CAMP [INSTAGRAM] STORY 🌚
Location: Room 309

LEARNING OUTCOMES:
* Participants will learn the difference between Instagram Feed and Instagram Stories, understanding the formats and identifying strategies to get the most out of the platform.
* Participants will learn a how-to guide to develop a story that is interesting, valuable, and keeps your audience wanting more.
* Participants will learn tips and tricks on simple things that can be done to take your Instagram account to the next level, developing and maintaining a strong digital identity that invites audiences to follow your account.

Telling a fascinating story is the best way to create an emotional connection with your audience, and guess what? Instagram is ALL about storytelling! The summer camp experience is full of amazing narratives. Our content is waiting to be shared, and Instagram is the perfect platform to share it on. Five hundred million users use Instagram Stories every day. Why? The format feels more genuine, and it’s a great opportunity for NARRATIVE! Come in and explore the why, what, and how of an awesome camp [Instagram] story.

Luisa Solorzano-Ferrer, Communications Director, Camp La Llanada

15 WAYS TO KEEP YOUR BEST PEOPLE 🔄
Location: Room 303

LEARNING OUTCOMES:
* Participants will learn ideas to keep current staff engaged and committed to getting things done.
* Participants will gain an understanding of the major concepts for why great people come back year after year.
* Participants will learn 15 tangible tactics to increase staff retention.

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.

Jack Schott, Co-Founder/Director, Camp Stomping Ground
Sylvia van Meerten, President, van Meerten Consulting
REPLACING JUDGEMENT WITH CURiosity
Location: Room 304
LEARNING OUTCOMES:
* Participants will learn how to better replace judgement with curiosity when working with campers and staff.
* Participants will learn how to use the tools provided in session at staff orientation.
* Participants will learn how to better replace judgement with curiosity when working with parents.

We all have, 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.

Adam Baranker, Assistant Director, Jeff Lake Camp

IF HARRY HOUDINI RAN A CAMP: THE STEP-BY-STEP MAGIC SECRETS TO PRODUCING INTENTIONAL YOUTH DEVELOPMENT EVERY DAY
Location: Room 303
LEARNING OUTCOMES:
* Participants will apply an organized series of achievable steps to identify how they want campers to change from the camp experience, and what they’re going to do every day to make it happen.
* Participants will get new, original activities and techniques to train program and camper group leaders to keep the fun while putting more purpose in everyday activities.
* Participants will take home fresh, creative ways they can excite and teach everyone on their team to make their mission the true focus of camp including training “hooks” that will grab and keep their attention while focusing on specific examples of how we can build great campers.

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, as you’ll see in this exciting session, to energize and educate staff a fresh, fun hook always helps. We’ll be using 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.

Michael Brandwein, MichaelBrandwein.com

CREATING A CULTURE OF SERVICE EXCELLENCE
Location: Room 318
LEARNING OUTCOMES:
* Participants will discuss some fundamentals of service excellence.
* Participants will learn how to understand core practices that create a culture of excellence.
* Participants will gain knowledge to take the steps to build and expand their service culture and customer loyalty.

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, Gerstein Fisher representatives 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.

Christopher Meeske, CIMA, Senior Researcher, Portfolio Strategist, Gerstein Fisher

HUMAN CAPITAL MANAGEMENT IS TRENDING. ARE YOU UP TO DATE?
Location: Room 310
LEARNING OUTCOMES:
* Participants will learn how to create a positive culture through a streamlined employee on-boarding process.
* Participants will learn which forms and policies must be completed before day one/opening day/hiring a new employee.
* Participants will learn how to proactively minimize their risk exposure through proper documentation.

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.

Samantha Chauveau, Human Capital Management Consultant, Heartland Payment Systems

ICEBREAKERS ARE TERRIBLE: 5 MUST-DO STAFF RELATIONSHIP-BUILDING ACTIVITIES
Location: Room 311
LEARNING OUTCOMES:
* Participants will learn how to use meaningful relationship-building activities.
* Participants will learn why get-to-know-you games are not effective.
* Participants will learn the best way to use your time surrounding these new 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.

Stephen Maguire, Speaker, Go Turnstone
INTERACTIVE STAFF TRAINING ACTIVITIES

Location: Room 201

LEARNING OUTCOMES:

* Participants will learn new games and initiatives to use during staff training to reinforce desired behaviors.
* Participants will learn practical, hands-on activities that are easy to tweak to specific learning objectives. Attendees are given multiple examples to ensure success back in the real world.
* Participants will learn how to gain access to resources that will further develop staff members’ bag of tricks.

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 and 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.

Michelle Cummings, Founder/Trainer/Big Wheel, Training Wheels

SUICIDE ALERT: THIS ONE YOU CAN NEVER GET WRONG

Location: Room 313

LEARNING OUTCOMES:

* Participants will learn what to do when suicide is discussed.
* Participants will learn about a variety of situations and participate in discussions about possible courses of action when someone talks of or reports someone else talking about suicide.
* Participants will learn about resources for campers and staff when a suicide is attempted or completed.

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.

Cathi Fischer, LCSW, AMSkier Partner, AMSkier Insurance

THE EARLY STAGES OF PERFORMANCE MANAGEMENT

Location: Room 302

LEARNING OUTCOMES:

* Participants will learn how to provide feedback with simplicity and confidence.
* Participants will shift their mindset around performance management to one that improves a relationship, rather than hurts it.
* Participants will learn how to coach staff for improved skill development with clear strategies rather than only role modeling.

At Tri-State 2019, Jay and his team introduced a performance management cycle that included 4 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 clarify a supervisor to staff relationship for optimal results.

Jay Frankel, Founder/President, True To Life Training

H2 OH- OH: STRATEGIES TO IMPROVE YOUR CAMP’S AQUATIC PROGRAM

Location: Room 308

LEARNING OUTCOMES:

* Participants will learn different strategies to help improve their swim program.
* Participants will learn the importance of in-service training during the camp season.
* Participants will learn why communication with camp administrators, staff, and parents is important to the success of any 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.

Jonathan Geller, Aquatics Director, Buckley Day Camp

MANAGING RISK MANAGEMENT: REVIEWING AND REFRESHING YOUR POLICIES AND PROCEDURE

Location: Room 314

LEARNING OUTCOMES:

* Participants will learn about the significance of setting up policies within their organization.
* Participants will learn how to identify which policies are outdated or in need of revision.
* Participants will learn how to write/edit policies to maintain compliance.

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 it’s 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.

Travis Ickes, Manager of Policy and Compliance, Camp Kesem

TUNE-UP YOUR FACILITATION SKILLS

Location: Room 419

LEARNING OUTCOMES:

* Participants will learn a facilitation model that can be applied in a wide variety of meeting situations—from one-on-one to large groups.
* Participants will learn tools to keep their agendas moving forward during meetings.
* Participants will practice a few of the skills in a small group setting.

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.

Paul Katz, Leadership and Organizational Development Consultant, Paul Katz Consulting
**From Struggles to Strength: How Can Your Camp Build Resilience in Campers, Parents, and Staff?**

*Location: Room 409*

**Learning Outcomes:**
* Participants will learn specific tools to help build resilience in campers, staff, and counselors.
* Participants will learn skills to assist campers in transitioning into resilient young adults at camp and at home.
* Participants will learn techniques to work with parents to assist them (and their children who are campers and/or counselors) in developing resilience at camp.

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!

Michael Labadorf, Executive Vice President, Brown & Brown
Dayna Hardin, President of CampGroup and Director Emeritus of Lake of the Woods & Greenwoods Camps, CampGroup and Lake of the Woods Camp
Ross Coleman, Director, Coleman Country Day Camp
Aaron Selkow, Executive Director, Camp Horlam, o U.RJ Camp
Gwenn Kudler Gelfand, LCSW, Psychotherapist, Brown & Brown

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

*Location: Room 421*

**Learning Outcomes:**
* Participants will understand why the “keep it or let it go” mentality is actually making it harder to delegate and will instead learn why they need to lead “people, priorities, and projects”—in that order.
* Participants will learn exactly what needs to be said to delegate a task so staff members have a clear understanding of what the task is, how it fits into the big picture, and what authority boundaries they must work within.
* Participants will learn how to implement very simple language changes and feedback routines to improve the culture of delegation at their camps.

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.

Stephanie “Ruby” Compton, Chief Exploration Officer, Ruby Outdoors

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**The Art and Power of Utilizing Leverage Points**

*Location: Room 309*

**Learning Outcomes:**
* Participants will learn how to get out of “one size fits all,” formulaic thinking and into a new, multi-dimensional way of thinking about how to be effective with youth.
* Participants will learn a more advanced communication skill set that demands higher acuity—ideal for more experienced professionals.
* Participants will learn new strategies and skills to be able to reach and influence more challenging campers and staff.

Advance your counseling skills to the next level! Every one 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!

Jeffrey Leiken, CEO, Evolution Mentoring International

**Marketing, Positioning, and Explaining Summer Camp to Non-Camp Families**

*Location: Room 322*

**Learning Outcomes:**
* Participants will learn how to determine what specifically your camp provides families, in order to better communicate with non-camp families.
* Participants will discuss messaging to non-camp families.
* Participants will learn concepts and examples of incentivizing first-time families to get them to try your camp.

Four out of 5 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’EM! 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!).

Andy Pritikin, Director, Liberty Lake Day Camp
Eric Wittenberg, Chief Marketing Officer, Camper Machine Operations
STOP STEALING OUR CULTURE: AN ANTI-COLONIALIST TOOLKIT FOR SUMMER CAMPS
Location: Room 315
LEARNING OUTCOMES:
* Participants will learn how to tell the difference between respectful cultural exchange and the harmful appropriation of Indigenous culture.
* Participants will learn how to respectfully seek Indigenous knowledge and incorporate indigenous traditions into camp culture in a way that serves to dismantle colonialism, rather than perpetuate it.
* Participants will learn about the painful history of indigenous appropriation in summer camps, and why it is so important that we learn to do better.

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 inappropriate 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?

Caleb Seguin, Program Director, Unirondack

HUGS, HIGH FIVES, AND HAPPINESS: OUR (STRANGE) HIDDEN CURRICULUM AT CAMP
Location: Room 301
LEARNING OUTCOMES:
* Participants will learn to recognize aspects of the Hidden Curriculum at their camp.
* Participants will learn methods of explaining or illuminating the Hidden Curriculum to their current and future community.
* Participants will start to recognize the Hidden Curriculum in other settings, like neighborhoods, families, social groups, and colleges.

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. Sylvia runs sessions that are fast-paced, funny and full of concrete takeaways.

Sylvia van Meerten, President, van Meerten Consulting

BUILDING A GROUP RENTALS BUSINESS: WHAT YOU NEED TO KNOW
Location: Room 417
LEARNING OUTCOMES:
* Participants will learn how to get the word out about their facility.
* Participants will learn how to keep costs down while keeping customer service and satisfaction high.
* Participants will learn ways to identify which types of rental groups are best for their facility.

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 nonprofit camps. Our first-hand experiences will save you lots of time and give you easy ways to get started.

Susan Vogel, Business Manager, Camps
Brian “Bubba” Cohen, Associate Director, Iroquois Springs
Justin Mayer, Owner/Director, Timber Lake West

GOT S’MORES?: INTERACTIVE CAMPFIRE EXPERIENCE
Location: Room 202
LEARNING OUTCOMES:
* Participants will learn how to both participate and engage campers and staff in a campfire program.
* Participants will learn some of the fundamentals of managing a campfire program, including balancing songs with interactive games, encouraging participation, and creating new camp traditions.
* Participants will be able to generalize skills and ideas learned in this workshop for both day and overnight camp settings that can be implemented for summer 2020.

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.

Angie Weldon, CIT/LEAD Division Leader, Everwood Day Camp
Sarah Faulkner, Head Counselor, Everwood Day Camp

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GENERAL SESSION—KEYNOTE SPEAKER:

PRIYA PARKER, FACILITATOR, STRATEGIC ADVISOR, AND ACCLAIMED AUTHOR

Location: Hall A, Second Level

ART OF GATHERING LIVE EXPERIENCE

Spend the opening Keynote with Priya Parker as she teaches our camp community about How We Meet and Why it Matters. Through a moderated interview we as a community will learn specific tips and tricks on how to run meetings with purpose, lead transformative gatherings and how to manage the nature of groups. Come prepared to leave with tangible take-aways that will impact the way you run staff orientation, camper meetings, parent phone calls and everything in between.

BIO: Priya Parker is a facilitator, strategic advisor, and the acclaimed author of The Art of Gathering: How We Meet and Why it Matters. Trained in the field of conflict resolution, Parker has worked on race relations on American college campuses and on peace processes in the Arab world, southern Africa, and India. She is a founding member of the Sustained Dialogue Campus Network, a member of the World Economic Forum Global Agenda Council on the Values and the New Models of Leadership councils, and a senior expert at Mobius Executive Leadership.

Priya studied Organizational Design at MIT, Public Policy at the Harvard Kennedy School, and Political and Social Thought at the University of Virginia. Parker's work has been featured in numerous outlets, including the New York Times, the Wall Street Journal, NPR, TED.com, Forbes.com, Real Simple Magazine, Oprah.com, Bloomberg, Glamour, the Today Show, and Morning Joe. The Art of Gathering was named one of the best business books of the year by Amazon, Esquire, NPR, The Next Big Idea Club, and 1-800-CEO-READS. She lives in Brooklyn, NY, with her husband, Anand Giridharadas, and their two children.

BOOK SIGNING

Where? The book signing will be conducted in the ACA Bookstore (front of the exhibit hall).

When? TUESDAY, MARCH 10, 12:30 PM–1:00 PM


Sponsored by:

ALICIA SKOVERA

Alicia joined The Fresh Air Fund in 2007 and has overseen an expansion in both programs and facilities during her tenure. Most notably, she has led her team in the creation of the College Connections Program and Teen Leadership Programs, including the national award-winning Young Women’s Giving Circle.

Alicia received her Master’s Degree from Hunter College School of Social Work in New York City and has spent over 25 years working with at-risk, underserved youth from low-income communities. She currently serves as treasurer on the Boards of the American Camp Association (New York & New Jersey Section) and the New York State Camp Directors Association. Prior to joining The Fund, Ms. Skovera worked with people living with HIV/AIDS, and was a director at The Lesbian, Gay, Bisexual, and Transgender Community Center in New York City, where she provided counseling and consulting services.
YOU ARE NOT ALONE... EVEN IF YOU WORK THAT WAY
Location: Room 410

LEARNING OUTCOMES:
* Participants will learn that there is a large community of camp professionals who work remotely, just like them.
* Participants will learn new ideas to help manage their routine, workload, communication, and other best practices.
* Participants will walk away with a number of new contacts they can speak to and collaborate with.

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, and 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!

Max Claman, Director of Development, Oasis Day Camps

SOCIAL MEDIA BEST PRACTICES AND HOW-TOS WHEN IT COMES TO STAFFING
Location: Room 411

LEARNING OUTCOMES:
* Participants will learn different ways to connect with staff other than email and phone calls.
* Participants will learn ways to keep staff engaged through social media.
* Participants will learn how to stay up-to-date and current in today’s ever changing social media landscape.

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 3 (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!

Max Grossman, Staffing Director and Boy’s Head Counselor, Camp Wattohi

LGBTQ+ SPIRITUALITY: SERVING INTERSECTIONAL YOUTH IN SPIRITUAL SPACES
Location: Room 419

LEARNING OUTCOMES:
* Participants will learn the basics of an anti-oppressive lens.
* Participants will receive a packet of LGBTQ+ terms and resources.
* Participants will learn 3 activities or program ideas applicable to spiritual spaces at camp.

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.

KJ Jackson, Director, Spirit Pride Project

INTEGRATING A GROWTH MINDSET INTO STAFF TRAINING AND CAMP PROGRAMMING
Location: Room 403

LEARNING OUTCOMES:
* Participants will learn what a growth mindset is and how it applies in the camp setting.
* Participants will learn how to incorporate a growth mindset into staff orientation and camp programming.
* Participants will learn how the language we use with children can either promote a growth or fixed mindset.

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!

Gregg Licht, Director, Elmwood Day Camp

OUR COLLECTIVE LEGAL CHALLENGES: KEY ISSUES FACED BY MANAGEMENT TEAMS
Location: Room 420

LEARNING OUTCOMES:
* Participants will learn about the common legal issues faced by peers in the industry.
* Participants will learn how to think through their lingering legal questions.
* Participants will gain a big picture understanding of which legal issues they should be thinking about for their organizations.

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 camping 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.

Isaac Mamaysky, Partner, Potomac Law Group; Camp Co-Founder/ Director, Camp Zeke

DEVELOPING A LEADERSHIP FRAMEWORK
Location: Room 401

LEARNING OUTCOMES:
* Participants will consider their organization’s leadership vision.
* Participants will go through the steps of creating a leadership framework.
* Participants will leave with a template that they can refine and design.

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.

Molly McCue, Director of Operations, Trail Blazers

Jennifer Bombardier, Director of Programs, Trail Blazers
**TIME TO MAKE SENSE OF THINGS**

**Location:** Room 404

**LEARNING OUTCOMES:**
* Participants will learn to use their 5 senses.
* Participants will learn to create new a sensory toys.
* Participants will learn how to utilize new resources.

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.

Elyse Miller, Inclusion Director, Buckley Day Camp

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**A CAMP DIRECTOR’S CHANGE MANAGEMENT PLAYBOOK**

**Location:** Room 415

**LEARNING OUTCOMES:**
* Participants will learn to see change as an opportunity to build community rather than something to be afraid of that can potentially tear a community apart.
* Participants will learn how to think through a specific change in a way that will allow them to consider multiple perspectives and gain an understanding of different options for implementing the change.
* Participants will learn how to formulate a strategy considering all relevant factors to implement lasting and effective change.

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.

Jodi Sperling, Principal, Jodi Sperling Consulting

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**STANDARDS VISITORS MEET ‘N’ GREET**

**Location:** Room 320

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.

ACA, NY & NJ Standards Committee

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**STANDARDS AND YOUR CAMP MEET ‘N’ GREET**

**Location:** Room 321

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. 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.

ACA, NY & NJ Standards Committee
HOW TO “HIGH KEY” EMBRACE ALL THINGS GEN-Z
Location: Room 311
LEARNING OUTCOMES:
* Participants will learn how to speak and understand all things Gen-Z to make us better camp directors and mentors to this generation.
* Participants will learn how Gen-Z is using social media and how we can capitalize on this knowledge in marketing and relationship building.
* Participants will learn tools to help their staff and parents replace judgment with curiosity when working with Gen-Z.

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 toolkit 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.

Adam Baranker, Assistant Director, Jeff Lake Camp

DEALING WITH A CAMP CRISIS: A PERSONAL STORY OF NAVIGATING A TRAGEDY AT CAMP
Location: Room 313
LEARNING OUTCOMES:
* Participants will learn what to expect during a crisis.
* Participants will learn tips to prevent a potential event from happening at your camp (particularly weather-related).
* Participants will learn how to prepare and respond to a crisis.

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 our 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 and the media, and caring for staff and families.

Jon Bisset, Executive Director, River Valley Ranch

TEAM BUILDING FOR FREE: TEAMBUILDING ACTIVITIES THAT WON’T COST YOU A DIME!
Location: Room 312
LEARNING OUTCOMES:
* Participants will gain awareness of low- or no-cost teambuilding activities.
* Participants will learn how to create powerful teachable moments.
* Participants will learn how to incorporate simple teambuilding activities into their camp program.

Teambuilding 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.

Jim Cain, Teambuilding Guru, Teamwork & Teamplay

GROWTH HACKING: NEW WAYS OF THINKING ABOUT DIGITAL MARKETING AND THE CAMPER RECRUITMENT EXPERIENCE
Location: Room 310
LEARNING OUTCOMES:
* Participants will learn to rethink the customer experience.
* Participants will learn new insights into digital marketing.
* Participants will learn new tactics to reach millennial parents.

Customers have 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.

Allison Cohen, Principal, Orange Door Strategies

EFFECTIVE DEBRIEFING TOOLS AND TECHNIQUES
Location: Room 201
LEARNING OUTCOMES:
* Participants will be provided a forum to break down the debriefing process into 10 simple and effective debriefing techniques, as well as introduce innovative processing tools that demonstrate each technique.
* Participants will learn how to facilitate the value of mixing up their processing methods so participants and facilitators do not get stuck in a rut.
* Participants will learn how to deliver the workshop in a hands-on, experiential way that involves attendees in the learning process. Attendees will receive a stellar handout with instructions for activities presented.

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.

Michelle Cummings, Founder/Trainer/Big Wheel, Training Wheels
CHOOSING COURAGE: 3 STEPS TO HELP YOUTH SPEAK UP, STAND OUT, AND STAY TRUE TO THEMSELVES

**Location:** Room 304

**LEARNING OUTCOMES:**

* Participants will learn what really holds youth back from acting courageously.
* Participants will identify core internal resources, or components, of courage: competence, confidence, and cause.
* Participants will learn to understand and describe how components of courage fit together in a contextual model and how these components build up to courage.

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, camp professionals will learn a 3-part process to help youth leverage tools of courage to manage fear and express their uniqueness.

Candace Doby, Youth Speaker, Candace Doby, LLC

INCLUSION STRATEGIES TO HELP ALL CAMPERS BE SUCCESSFUL THIS SUMMER 🌞

**Location:** Room 301

**LEARNING OUTCOMES:**

* Participants will learn how to use the proactive strategies that promote the inclusion of campers with diverse abilities to easily implement into their camp setting. They will be provided with suggestions on creating their own inclusion tool kit.
* Participants will learn the traits of diverse abilities and examples of different learning styles. They will understand how the inclusion strategies provide varying formats of learning/giving directions that address these traits while reaching all types of learners.
* Participants will learn about Inclusion Principles and best practices to use camp-wide. They will end the session by practicing these learned skills through a problem-solving exercise with common camp inclusion scenarios.

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.

Lisa Drennan, Founder/Consultant, MERGE Diverse Abilities Inclusion Consulting

WHO’S IN THE ROOM?: BUILDING INCLUSIVE COMMUNITIES 🌐

**Location:** Room 409

**LEARNING OUTCOMES:**

* Participants will learn a new model for building an inclusive community.
* Participants will learn new terminology and concepts related to social identity and difference.
* Participants will learn how to discuss issues related to identity and difference in diverse settings.

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.

Marta Esquilin, Associate Dean & Assistant Professor, Rutgers University-Newark; Marta Esquilin Diversity & Equity Consulting

WHAT SUPPORTING GENDER INCLUSIVITY REALLY LOOKS LIKE 😊

**Location:** Room 318

**LEARNING OUTCOMES:**

* Participants will develop strategies for creating gender-inclusive spaces at camp.
* Participants will learn social norms that can help create a more gender-inclusive camp.
* Participants will learn how to teach campers, staff, and stakeholders why these initiatives matter.

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 about 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.

Kris Fiore, Director, Unirondack

Caleb Seguin, Program Director, Unirondack

STRENGTHEN CONNECTIONS WITH YOUR INSATIABLE PARENTS! 😌

**Location:** Room 421

**LEARNING OUTCOMES:**

* Participants will learn what parents expect from a quality camp experience.
* Participants will learn how to satisfy velcro, helicopter, and lawn mower parents.
* Participants will develop a solid communication game plan.

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.

Joanna Warren Smith, President, Camp Consulting Services
LEARNING OUTCOMES:

* Participants will be able to describe ACA's Youth Outcomes measurement tools.
* Participants will be able to describe how to select outcomes and administer the tools.
* Participants will be able to identify ways to make sense of and use the results.

“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 those 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 that 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.

Ann Gillard, Director of Research and Evaluation, The Hole in the Wall Gang Camp, SeriousFun Children’s Network

LEARNING OUTCOMES:

* Participants will get a step-by-step plan for installing solar power, connecting to the existing power grid, and maintaining your solar system.
* Participants will learn about government subsidies and other financing sources that keep the costs very low and, in some cases, no cost to camp owners.
* Participants will learn how to add market value to their camp while being part of the solution to the global climate crisis.

“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 for clean energy has never been more urgent. Luckily, solar power (energy from the sun that is converted into thermal or electrical energy) is the cleanest and most abundant 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 will speak to the marketing value of making this switch and illustrate the step-by-step process of how camp owners can install solar power at their facilities.

Mitch Goldman, Co-Director, Camp Chateaugay
Aaron Adams, Owner/Consultant, Bonsai Solar

LEARNING OUTCOMES:

* Participants will learn what strategic planning is and isn’t.
* Participants will learn the fundamentals of a strategic planning process and how to customize to their camp.
* Participants will learn the keys to successful strategic planning for whatever their role is at camp.

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.

Jill Macauley, Director- Strategic, Business, & Organizational Consulting; Relevant Strategies & Solutions
Catherine Grace, Director of Consulting Operations, Relevant Strategies & Solutions

LEARNING OUTCOMES:

* Participants will learn how to pose questions that help identify the strengths of potential staff members.
* Participants will learn how to structure an interview so that they make the most of the interview process.
* Participants will learn the 3 most important questions to ask during the interview process.

Interviewing can be a daunting experience. This session will focus on the WHO, WHAT, and HOW when interviewing potential staff so that your camp can build the most effective working team. We will have a 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.

Corrie Sirota, Clinical Director, Camp Jackie & Clinical Psychotherapist, Private Practice
BUILDING SENSE OF PLACE: CREATIVE APPROACHES TO STRENGTHEN CONNECTIONS TO THE NATURAL WORLD

Location: Room 404

LEARNING OUTCOMES:
* Participants will learn the many benefits of having staff and campers actively explore and study local nature.
* Participants will learn about simple scientific equipment, tools, and techniques that camp participants and staff can use to observe and study the natural areas and wildlife of their community/camp facilities.
* Participants will learn to leverage the increased sense of belonging to a continued return on investment.

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.

Chris MacKay, Program Coordinator/Camp Director, Wildlife Conservation Society - Bronx Zoo
Shannon Howard, Assistant Manager of Education, Wildlife Conservation Society - Central Park Zoo
Edna Roquez, Coordinator for Children and Family Programs, Wildlife Conservation Society - NY Aquarium
Delilah Florentino, Assistant Manager of Education, Wildlife Conservation Society - Prospect Park Zoo

IS YOUR CAMP A TOXIC WORKPLACE?

Location: Room 303

LEARNING OUTCOMES:
* Participants will learn how to recognize the warning signs and causes of a toxic workplace.
* Participants will learn strategies to avoid creating opportunities of discontent for their staff.
* Participants will learn how to think proactively to avoid the pitfalls of 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.

Dave Malter, Consultant/Educator/Trainer, ProfessorDave.Camp

FROM BUDDY TO BOSS: MANAGING COUNSELORS WHO WERE YOUR FRIENDS LAST SUMMER

Location: Room 417

LEARNING OUTCOMES:
* Participants will learn the 3 tools that helped me lead friends.
* Participants will learn how to effectively communicate expectations with counselors.
* Participants will learn how to lead difficult counselors.

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 “friends,” 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: “You can’t send me home!” 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 friends.

Christopher Quinn, Director and Staff Trainer, Kids After Hours

2020 PLAY WITH A PURPOSE: MORE OF THE EXCITING GAMES THAT TEACH CAMPERS & STAFF SKILLS FOR LIFE & LEADERSHIP

Location: Room 303

LEARNING OUTCOMES:
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.

Michael Brandwein, MichaelBrandwein.com

TUESDAY MARCH 10  5:00PM–6:00PM
### CAMP SHIRT WEDNESDAY (WEAR YOUR CAMP APPAREL!)

### 5K FUN RUN AT THE ATLANTIC CITY BOARDWALK
- **7:15 AM**

### REGISTRATION OPEN
- **7:30 AM - 5:00 PM**

### CONCURRENT SESSIONS BLOCK D
- **8:30 AM - 9:30 AM**

### CONCURRENT SESSIONS BLOCK E
- **9:45 AM - 10:45 AM**

### EXHIBIT HALL OPEN
- **10:45 AM - 5:00 PM**

### FREE COFFEE WITH EXHIBITORS
- **10:45 AM - 11:45 AM**

### ACCREDITATION PROCESS WORKSHOP (ROOM 321)
- **11:00 AM - 4:30 PM**

### ROUNDTABLE SESSIONS
- **12:30 PM - 1:30 PM**

### VOCE (PRE-REGISTERED MEMBERS ONLY) SESSION WITH LUNCH (ROOM 412)
- **12:30 PM - 1:45 PM**

### CONCURRENT SESSIONS BLOCK F
- **2:00 PM - 3:00 PM**

### CONCURRENT SESSION BLOCK G
- **3:15 PM - 4:15 PM**

### EXHIBIT HALL OPEN
- **4:15 PM - 5:00 PM**

### WEDNESDAY EVENING ENTERTAINMENT AT THE SHERATON HOTEL
- **5:00 PM - 7:00 PM**

### MY PLAN FOR THE DAY

#### BLOCK D

#### BLOCK E

#### BLOCK F

#### BLOCK G
ARE YOU MEETING STAFF WHERE THEY ARE RATHER THAN WHERE YOU WISH THEY WOULD BE?

Location: Room 421

LEARNING OUTCOMES:

* Participants will learn global and individual views on leadership and communication styles that are often barriers to connecting with and hiring staff.
* Participants will learn how the needs of today’s staff are similar to our own needs, just expressed differently.
* Participants will learn concrete to-do ideas and strategies to successfully recruit staff for next summer.

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.

Kim Aycock, Speaker/Trainer/Educator/Consultant, Camp 2 Campus Learning Solutions

YOUR MOST PERFECT* DAY ONE STAFF TRAINING EVER (AND EXACTLY HOW TO MAKE IT HAPPEN)! 

Location: Room 303

LEARNING OUTCOMES:

* Participants will identify the precise elements of a spectacular staff training that grabs attention, motivates, focuses on mission and professionalism, and then exactly how to use it as a step-by-step checklist for success to help you build not only the best beginning to your training, but enhance all of the parts that follow.
* Participants will use the way they greet staff, introduce learning, communicate professional expectations, and get them to build relationships as models that teach staff how to do this with campers and each other.
* Participants will get original and creative techniques and methods they won’t find elsewhere to boost their training effectiveness, including how to cut out the dull parts, prevent boredom before it begins, involving and engaging the people who believe “they’ve already seen it all” and more, to make this your best training ever.

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 impressions for the Human Orchestra Game & Movement, and each other.

Michael Brandwein

Participants will identify the precise elements of a spectacular staff training that grabs attention, motivates, focuses on mission and professionalism, and then exactly how to use it as a step-by-step checklist for success to help you build not only the best beginning to your training, but enhance all of the parts that follow.

Kim Aycock

Participants will use the way they greet staff, introduce learning, communicate professional expectations, and get them to build relationships as models that teach staff how to do this with campers and each other.

Michael Brandwein, MichaelBrandwein.com

GAMES! GAMES! GAMES!

Location: Room 312

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!

8:30 AM <--> MICHELLE CUMMINGS

Ice breakers and energizers are the best way to help participants quickly feel connected to a group of people. This high-energy, hands-on workshop will teach attendees how to play some of the best icebreakers out there! Kick-off the start of your group with creative ways for participants to connect and get to know one another.

9:00 AM <--> JOEL SHAPIRO

Participants will learn and play the following games: Elimination Bingo, Odds or Evens Elimination, Rock, Paper, Scissor Elimination, & Categories.

9:30 AM <--> MAX GROSSMAN

Participants will learn and play Ships and Sailors.

10:00 AM <--> CHRIS MACKAY

Come join staff from the WCS Zoo and Aquarium camps as we play some of our favorite camp games and activities, such as the Disappearing Habitat Game, Bat and Moth, and Shark Tooth Challenge! Come and learn how you can use these games in your own camp to educate your campers about wildlife and conservation while having fun at the same time!

10:30 AM <--> SILVIO BERLFEIN

Participants will learn and play games with circular elastic rope including: the Human Orchestra Game & Movement, Percussion and Musical games. These games work great with most ages 7 and up and some even work great for staff training.

12:30 PM <--> MARIA GERENA

Participants will learn and play Switch & Hula Hoop Tag.

1:00 PM <--> GERALD BOLDEN

Participants will learn and play Rob the Nest.

Michael Cummings

Joel Shapiro

Max Grossman

Chris MaCkay

Silvio Berlfein

Gerald Bolden

Maria Gerena
BEYOND BATHROOMS: AFFIRMING TRANS AND NON-BINARY CAMPERS AND STAFF
Location: Room 404
LEARNING OUTCOMES:
* Participants will learn a foundational understanding of gender and transgender identity and issues.
* Participants will gain a thorough grasp of terminology and language specific to gender identity and expression.
* Participants will have a significant amount of practice with pronouns, role plays, and difficult conversations around gender.

Many of us have become aware of the need for our organizations to become more sensitive and affirming of transgender and 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 about 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!
Eva Fury, Social Design Specialist, Star Track
Hallie Herz, Instructor and Trip Leader, The Venture Out Project

FACEBOOK GROUPS: HOW TO ENGAGE YOUR CAMP COMMUNITY AND USE DIGITAL GROUPS TO YOUR ADVANTAGE
Location: Room 318
LEARNING OUTCOMES:
* Participants will learn how to create and effectively manage “meaningful” Facebook Groups.
* Participants will learn how to gain valuable insights from their camp community year-round.
* Participants will learn how to create an environment that extends the camp community to be a valuable resource for parents.

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.
Elissa Fontenot, Account Director, Social Summer Camp

WAGE AND HOUR COMPLIANCE WOES: IS YOUR CAMP COMPLIANT?
Location: Room 313
LEARNING OUTCOMES:
* Participants will learn current trends in wage and hour law and how to stay ahead of them.
* Participants will learn the considerations necessary at a federal and local level to stay compliant.
* Participants will learn and leave with a list of must-know items to maintain compliance.

With the innumerable US and state-mandated wage laws, hour laws, and payment laws, determining if you are compliant can feel like a real knock in the head! We’re here with the Band-Aids, the ice-packs, and the long term care you need to be in the know.
Rachel Fendell Satinsky, Shareholder, Littler Mendelson, P.C.
Alan Cooper, General Counsel and Claims Director, AMSkier Insurance

STAFF DISMISSALS A-Z: HOW TO NAVIGATE DIFFICULT CONVERSATIONS
Location: Room 304
LEARNING OUTCOMES:
* Participants will walk away with skills to conduct an unbiased investigation.
* Participants will walk away with skills to make fair and impartial decisions.
* Participants will walk away with skills to navigate difficult suspension/dismissal conversations.

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 and dismissals. This session is ideal for anyone involved in staff dismissals at camp.
Travis Ickes, Manager of Policy and Compliance, Camp Kesem

FOOD ALLERGIES AT CAMP: MANAGING ALLERGIES, ANXIETY, AND SPECIAL SITUATIONS
Location: Room 301
LEARNING OUTCOMES:
* Participants will learn how to recognize and treat allergic reactions.
* Participants will learn to distinguish fact from fiction regarding food allergy management.
* Participants will learn how to include food-allergic children in camp, manage anxiety, and handle 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.
Bruce Lanser, Assistant Professor of Pediatrics; Director of the Pediatric Food Allergy Program, National Jewish Health
THE IMPORTANCE OF TRAINING KITCHEN SUPPORT STAFF
Location: Room 314
LEARNING OUTCOMES:
* Participants will learn how to create a training culture for kitchen support staff.
* Participants will learn how to hold everyone in the kitchen accountable.
* Participants will recognize the importance of training and developing kitchen support staff.

Each and every summer, camps are faced with staff training challenges in the kitchen. From the 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 will 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!

John Leinhardt, Training Director, Wolfwoods

WHO ARE OUR YOUTH?
Location: Room 309
LEARNING OUTCOMES:
* Participants will learn how anxiety affects the brain.
* Participants will learn various types of anxiety and how they manifest in twisted thinking.
* Participants will learn skills to address twisted thinking/cognitive distortions.

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.

Corrie Siota, Clinical Director, Camp Jackie & Clinical Psychotherapist, Private Practice

THE BUCKET BRIGADE!
Location: Room 201
LEARNING OUTCOMES:
* Participants will learn to work together using buckets to solve challenges and problems that only a group working together can solve.
* Participants will learn to create group learning situations using multiple buckets as a medium.
* Participants will learn about safety, building, and group interactions during this creative session.

The Bucket Brigade is an active, participation session featuring activities and games using multiple buckets and supporting equipment. Join us for a 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.

John Smith, National Educational Consultant, FlagHouse INC.

MAKE THE 7 HABITS OF WAIT-LIST CAMPS WORK FOR YOU!
Location: Room 311
LEARNING OUTCOMES:
* Participants will learn how intentional the operations of a camp must be to achieve wait-list status.
* Participants will learn the critical characteristics of “full-to-capacity and wait-list” camps.
* Participants will learn how to adopt the 7 habits into their management styles.

Based on over 400 on-site summer assessments of resident, day, private and nonprofit 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!

Joanna Warren Smith, President, Camp Consulting Services

ARTS ‘N’ CRAFTS MAKE ‘N’ TAKE
Location: Room 411
LEARNING OUTCOMES:
* Participants will make a creative art project from our 2020 vendors.
* Participants will meet our exhibitors.
* Participants will learn new projects to bring to camp this summer.

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 when it opens at 10:45 am to answer questions.

Cara Corradetti, Camp Director, Appel Farm Arts Camp

EMPATHY COMMUNICATIONS: THE NEW WAY FOR TALKING TO INTENSIVE PARENTS!
Location: Room 322
LEARNING OUTCOMES:
* Participants will learn about the different parenting styles and how they affect our summer camp businesses both positively and negatively.
* Participants will learn to adapt their promotional and informational messages to INTENSIVE parents and make stronger connections that promote loyalty.
* Participants will get motivated to be disruptive: empathy communication does not mean telling parents what they want to hear, but rather what they need to hear.

Helicopter parents? Lawn mower parents? Those terms are so last year! The new parent is an INTENSIVE parent! According to a 2018 Cornell study, 75% of moms and dads spend tons of time and money to accommodate their kids’ every need. Now, this could be either amazing or a detriment for our summer camp businesses; it all depends on how we are talking to them. Put yourself in their shoes and give Empathetic Communication a try. Come in and explore how we can connect with INTENSIVE parents and turn their anxiety into loyalty!

Luisa Solorzano-Ferrer, Communications Director, Camp La Llanada
LEARNING OUTCOMES:
* Participants will learn how to assess the culture of their camps.
* Participants will learn non-traditional takeaways for recruiting diverse staff.
* Participants will learn ways to adjust their culture to retain staff without compromising tradition.

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.”

Nelson Strickland, Camp Director, YMCA Camp Birkett
Jack Schott, Founder & Director, Camp Stomping Ground

AGE APPROPRIATE AND CHOICE-BASED PROGRAMMING FOR SPECIAL NEEDS CAMPERS 

LEARNING OUTCOMES:
* Participants will learn ways to design and implement age-appropriate programming.
* Participants will learn ways to adapt traditional camp games and activities for the camper with special needs.
* Participants will learn about the philosophy of choice-based programming at their camp.

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.

Jerri Walker, Assistant Director, Camp Loyaltown/Citizens Options Unlimited
Caroline O’Brien, Behavior Intervention Specialist, Camp Loyaltown
Dylan Sloan, Program Director, Camp Huntington

LEARNING OUTCOMES:
* Participants will learn about new findings from ACA’s Impact Study.
* Participants will strategize how to use research in their marketing efforts.

You know that research is a powerful tool for designing programs, training staff, and convincing parents that 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.

Laurie Browne, Director of Research, American Camp Association, Inc.

LEARNING OUTCOMES:
* Participants will learn how to increase their enrollment throughout the year.
* Participants will learn how to use STEAM programs as a marketing tool.

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.

Robert Budah, Owner/Director, Park Shore Extreme Steam Science Kids
Anurag Purwar, President of Mechanimics and Professor of Mechanical Engineering, Stony Brook University
Mike Uretsky, Professor of Advanced Technology, New York University
**WEDNESDAY MARCH 11 | 9:45AM–10:45AM**

**SHOW UP: TEACHING COUNSELORS TO CONNECT**
Location: Room 302

**LEARNING OUTCOMES:**
* Participants will learn several ideas and techniques for training that teach staff how to connect quickly with campers.
* Participants will learn specific strategies for supporting and coaching staff using and developing these skills.
* Participants will discuss and learn skills to be more thoughtful about how and what to train staff on.

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.

**Scott Arizala, Consultant & Trainer, The Camp Counselor**

**BEYOND THE BUBBLES**
Location: Room 415

**LEARNING OUTCOMES:**
* Participants will learn techniques to get our youngest campers comfortable in the water and to start to float.
* Participants will learn techniques for stroke development and perfection.
* Participants will learn how to train and supervise staff throughout the summer in order to get the best outcome for all campers.

In this session, Robin will share her staff training techniques for waterfront staff both pre-camp and during the season. She will also give tips on lessons for all swim levels from blowing bubbles to flip turns.

**Robin Breene Hetrick, Owner and Waterfront Director, Camp Riverbend**

**PROTECTING YOURSELF WHEN PRIOR SEXUAL ABUSE CLAIMS ARE MADE AFTER CAMP**
Location: Room 313

**LEARNING OUTCOMES:**
* Participants will learn how to respond to an allegation of sexual abuse at their camp.
* Participants will learn how to protect their assets and reputation.
* Participants will learn when and how to communicate these issues to their camp community.

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 30 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.

**Alan Cooper, General Counsel/Claims Director, AMSkier Insurance Agency**

**ADJUSTING YOUR CAMP’S CULTURE**
Location: Room 311

**LEARNING OUTCOMES:**
* Participants will learn strategies for evaluating a camp’s culture and the many challenges it takes to define that culture.
* Participants will identify methods for teaching their camp’s values to their staff during training.
* Participants will learn how to motivate their staff to improve throughout the summer with qualitative and quantitative steps.

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.

**Jared Gelb, Director, Camp Ramaquois**

**HOW BEST TO SECURE YOUR CAMP: A REVIEW OF BEST PRACTICES FOR PHYSICAL AND OPERATIONAL SECURITY PROCEDURES**
Location: Room 301

**LEARNING OUTCOMES:**
* Participants will learn how to more effectively secure their camps.
* Participants will learn how to develop more effective emergency procedures.
* Participants will learn how to more effectively train their staff and campers.

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.

**Joshua Gleis, President, Gleis Security Consulting**

**SNOW GLOBE LEADERSHIP: SHAKING UP YOUR LEADERSHIP FOR MORE INFLUENCE AND IMPACT**
Location: Room 303

**LEARNING OUTCOMES:**
* Participants will learn tangible and actionable tools to immediately improve engagement, impact, influence, and accountability.
* Participants will learn to utilize the most powerful tool for managing and growing team members.
* Participants will learn how to differently navigate emotions for better communication.

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!

**Jeff Nischwitz, Snow Globe Shaker, Nischwitz Group**
LEADING CAMP TO BE A MORE RACIALLY INCLUSIVE SPACE AS WHITE CAMP DIRECTORS

Location: Room 404

LEARNING OUTCOMES:

* Participants will discuss and discover methods to build a more racially diverse staff, create staff training that gives staff practical ways to discuss race and inclusion, and examine organizational practices in an effort to be more welcoming.

* Participants will engage in discussion about the barriers that people of color may face when considering camping an option for their families.

* Participants will generate ideas on how to empower humble curiosity, which is the practice of seeking ways to validate the truth of others in regard to race. Participants will explore ways to engage children in meaningful and active listening.

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.

Jackie McGowan, Director, Camp Highlight

Laura Kriegel, Director, Camp Stomping Ground

SUPERVISION YEAR-ROUND: ARE YOU DOING ALL YOU CAN TO MAKE YOUR STAFF (AND YOURSELF) SUCCESSFUL?

Location: Room 421

LEARNING OUTCOMES:

* Participants will learn how supervision has changed over the years and the impact on talent growth, career development, and management.

* Participants will learn why certain supervisory modalities are destined to fail, especially if our goal is to develop the next generation of talent.

* Participants will learn why and how demanding quality supervision for oneself is an essential ingredient in the supervision of others.

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 ways we nurture and develop talent, and the expectations 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.

David Phillips, Principal, Immersive1st Consulting

THE POWER OF SOCIAL CONTROL: HOW TO TRAIN EMPLOYEES IN CONSENT

Location: Room 322

LEARNING OUTCOMES:

* Participants will learn how to define consent and discuss what it means to give consent.

* Participants will learn to relate theories of social control in society to understand the conditions necessary to give consent.

* Participants will learn how to facilitate training sessions in consent for employees.

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 (e.g. 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.

Michelle Rufrano, Master’s Student, Columbia Mailman School of Public Health

Miles Gamble, Citywide Section 3 Manager, NYC Department of Small Business Services

Enhancing your Camp Program through Theme Camps

Location: Room 401

LEARNING OUTCOMES:

* Participants will learn the value of offering theme-based camp programs in their own camps, or at the very least adding themed activities into their curriculum.

* Participants will learn how to formulate their own week-long theme camps by honing in on all of the details from start to finish.

* Participants will learn how to do a hands-on themed project as well as participate in a short interactive brainstorm session on themed camp ideas.

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 5 to 7 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 Hogwards, 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 2 complete curricula to take home. There will certainly be something that everyone can take away from this session and implement back at home!

Ilana Schlam, Director of Theme Camps, MJCCA Day Camps

VENDOR SHOWCASE

Location: Room 202

LEARNING OUTCOMES:

The vendor showcase is for entertainers, entertainment companies, and game vendors to give an abbreviated performance or demo of their game/activities to a direct audience of conference attendees. Come join in on the fun!

Jason Samuel, Director, Day Camps@The J
**STAND UP, DON’T JUST STAND BY**

**Location:** Room 309

**LEARNING OUTCOMES:**

* Participants will learn techniques to support the target of a bullying situation.
* Participants will learn the reasons why bystanders have difficulty standing up.
* Participants will learn strategies to address the bully without compromising their safety.

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.

Corrie Sirota, Clinical Director, Camp Jackie & Clinical Psychotherapist, Private Practice

**A LITTLE HELP FROM YOUR FRIENDS: THE TRUE STORY OF RAISING THOUSANDS TO MILLIONS**

**Location:** Room 417

**LEARNING OUTCOMES:**

* Participants will learn practical strategies for fundraising best practices, whether they are starting or growing the program.
* Participants will learn how to leverage volunteers to support their fundraising program.
* Participants will learn new ideas for stewarding and retaining donors through volunteer and staff engagement.

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.

Jean Tickell, Vice President, Schultz & Williams

Jill Macauley, Director, Strategic Business and Organizational Consulting, RS&S Relevant Strategies & Solutions

James Hart, Director of Development & Alumni Relations, Assistant Summer Director, Camp Mowglis

**ACCOUNTING AND TAX STRATEGIES RELATING TO THE CAMP INDUSTRY: IMPROVING PROFITABILITY AND LOWERING TAXES**

**Location:** Room 318

**LEARNING OUTCOMES:**

* Participants will learn how to increase profitability to operate more efficiently.
* Participants will learn how to increase financing.
* Participants will learn how to lower tax burden.

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.

Andrew Zwerman, Partner, CPA, Wagner & Zwerman LLP

**DEMYSTIFYING CAMPER BEHAVIOR**

**Location:** Room 402

**LEARNING OUTCOMES:**

* Participants will learn about the 5 functions of behavior and how a camper may communicate unmet needs.
* Participants will learn how to promote a camp culture that is accepting and supportive to campers with special needs.
* Participants will learn a universal language to educate administrators, staff, and campers to maximize integration.

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. This approach will enhance the camp experience for administrators, staff, and campers.

Jerri Walker, Assistant Director, Camp Loyaltown/Citizens Options Unlimited

Caroline O’Brien, Behavior Intervention Specialist, Camp Loyaltown

Dylan Sloan, Program Director, Camp Huntington

**ALUMNI: BEST FRIENDS, WORST ENEMIES**

**Location:** Room 304

**LEARNING OUTCOMES:**

* Participants will learn how to understand what makes alumni passionate about camp.
* Participants will learn takeaways on how to best utilize alumni’s energy.
* Participants will learn takeaways on how to avoid pitfalls with alumni.

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 of cultivating alumni engagement 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 advocates. 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!

Dan Weir, Senior Director, Program Development, YMCA of Long Island

Zach Eigenbrodt, Director of Camping Services, Frost Valley YMCA

Jeff Daly, Summer Camp Programs Director, ARO, International Exchange of North America (IENA)
COLOR WAR!
Location: Room 402
LEARNING OUTCOMES:
* Participants will learn about number of day options for color war. 2, 4, 5, or 6? You’ll find out how many you should have!
* Participants will learn how to make this the concluding experience at your camp.
* Participants will learn how to create a culture of play first, win last!
This is the mother-load. The big kahuna. The grandaddy 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!
Sam Bloom, Director, Beth T’Filoh Camps
Will Yahr, Director, Kiwi Country Day Camp

EPIC ROUNDTABLE: A DISCUSSION WITH EMERGING PROFESSIONALS JUST LIKE YOU!
Location: Room 401
LEARNING OUTCOMES:
* Participants will meet and network with other camp pros in the same professional context as them.
* Participants will participate in a facilitated discussion on topics relevant to them and their experiences.
* Participants will have the opportunity to further engage and get involved in the overall EPIC community.
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.
(Max = Emerging Professionals In Camping)
Max Claman, Director of Development, Oasis Day Camps
Max Grossman, Staffing Director and Boy’s Head Counselor, Camp Wotitoh

UPCYCLED ITTY BITTY IDEA IMAGES
Location: Room 420
LEARNING OUTCOMES:
* Participants will discuss plastic recycling and statistics of plastic waste, and how we can all make a difference.
* Participants will explore the advantage of recycled art, and what it means to recycle versus upcycle/reuse.
* Participants will make 2 projects out of recycled plastic.
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 to upcycle 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.
Jen Hargrave, Program Coordinator, The Fresh Air Fund
CAMP ADMINISTRATORS ROUNDTABLE
Location: Room 415

LEARNING OUTCOMES:
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.

Peter Goldberg, Camp Administrator, Woodmont Day Camp

4-H CAMPS ROUNDTABLE
Location: Room 410

LEARNING OUTCOMES:
* Participants will network with other 4-H Camp professionals.
* Participants will learn new practices that they can bring to their camp.
* Participants will share and learn programming ideas and resources.

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!

Amy Murphy, 4-H Area Educator, Penn State Extension
Kelly Weisner, 4-H Extension Educator, Penn State Extension

IN SEARCH OF PURPOSE: HELPING YOUTH FIND THEIR DRIVING MOTIVATION
Location: Room 418

LEARNING OUTCOMES:
* Participants will learn about an evidence-based methodology and curriculum focused on purpose development.
* Participants will learn firsthand how to begin articulating one’s sense of purpose and how to help youth do the same.
* Participants will learn how purpose development programming could benefit their camp community.

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.

Yutaka Tamura, Executive Director, nXu

OPS HOT TOPICS ROUNDTABLE
Location: Room 419

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.

Dan Zenkel, Founder and President, Berkshire Soccer Academy for Girls

Kelly Weisner
Peter Goldberg
Yutaka Tamura
Amy Murphy
Kelly Weisner
Dan Zenkel
WEDNESDAY MARCH 11 | 2:00PM–3:00PM

INDOOR GAMES FOR RAINY DAY WEATHER
Location: Room 201

LEARNING OUTCOMES:
* Participants will learn how to engage in games while promoting positive guidance to campers.
* Participants will learn some techniques that promote fair play and good sportsmanship, and assist with social-emotional learning.
* Participants will learn how to manage both age-specific and mixed age groups.

Gerald Bolden, Extended Day Auxiliary Program Manager and Program Director, Wonders Early Learning & Extended Day (Summer Camp)

PREVENT SEXUAL ABUSE AT CAMPS TODAY
Location: Room 419

LEARNING OUTCOMES:
* Participants will learn how to normalize the sensitive topic of child sexual abuse at camp.
* Participants will learn how being proactive can positively impact prevention.
* Participants will learn about specific resources that are available for implementation.

Gila Ashkenazy, Program Manager, ASAP- Association for Sexual Prevention and Training

PROJECTS: HOW TO START, SO YOU CAN FINISH
Location: Room 301

LEARNING OUTCOMES:
* Participants will learn how to work on a project most efficiently each day.
* Participants will learn how to ensure projects stay on course.
* Participants will learn how to manage and track a project's progress.

Diana Bloom, Productivity and Efficiency Coach, Totally Accountable

USING DATA-DRIVEN DECISION MAKING TO RETAIN CAMPERS AND STAFF
Location: Room 314

LEARNING OUTCOMES:
* Participants will learn how you can not only use the feedback from constituents, but also what went wrong over the summer to help drive retention.
* Participants will learn what types of records and situation reports they should be keeping in order to inform future decisions that are meaningful.
* Participants will understand how to take the information and leave out bias or anecdotal evidence, and base decisions on facts.

Alexandra Baldwin, Director of Operations, Camp Kesem
Ciara Lepanto, Training Manager, Camp Kesem

Prevent Sexual Abuse at Camps Today

LEARNING OUTCOMES:
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Alexandra Baldwin, Director of Operations, Camp Kesem
Ciara Lepanto, Training Manager, Camp Kesem

Wednesday March 11 | 2:00PM–3:00PM
LEARN HOW TO KEEP CAMPERS FROM SITTING OUT OF ACTIVITIES!

Location: Room 421

LEARNING OUTCOMES:

* Participants will learn strategies for positive engagement with all campers.
* Participants will learn how to foster inclusivity in all activities.
* Participants will learn steps to make all activities at camp feel consistent and engaging for all campers.

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 for 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.

Mary Pat Draddy, Director of Workshops and Training, Dynamo Workshops + Training (an arm of Dynamo Girl)

Vanessa Bennett, Founder, Dynamo Workshops + Training (an arm of Dynamo Girl)

BEYOND SELF-CARE STRATEGIES: SELF-AWARENESS FOR STRESSED-OUT STAFF

Location: Room 313

LEARNING OUTCOMES:

* Participants will learn the cognitive, emotional, physical, and behavioral symptoms of stress.
* Participants will learn the difference between challenge stress and hindrance stress, and how these correlate to job satisfaction.
* Participants will learn to utilize the Leaders’ Self-Care Checklist and develop strategies for minimizing self-care sabotage and maximizing camp-realistic stress reduction opportunities.

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 simply breaking. 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.

Emily Golinsky, Executive Director, Camp Starfish

WEATHERING CAMP: 10 WAYS TO IMPROVE YOUR CAMP’S WEATHER AWARENESS

Location: Room 311

LEARNING OUTCOMES:

* Participants will learn how to integrate weather apps and other technology into camp.
* Participants will learn some simple basic weather interpretation skills.
* Participants will learn how their individual camp can be impacted by the weather.

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.

Stephen Maguire, Professional Speaker and Summer Camp Consultant, Go Turnstone

E-CIGARETTES AND THE YOUTH VAPING EPIDEMIC: WHAT ADULTS NEED TO KNOW AND HOW TO PROTECT OUR KIDS

Location: Room 303

LEARNING OUTCOMES:

* Participants will learn the basic facts about vaping devices and their health dangers to youth, what devices look like and how they work, and the staggering statistics of youth vaping use.
* Participants will learn how our youth have been targeted through social media and advertising.
* Participants will learn what they can do for youth: in preventing e-cigarette use, in supporting those already addicted, in talking to kids about vaping, and in becoming advocates for youth.

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).

Roni Selig, Executive Director, Parents Against Vaping e-Cigarettes (PAVe)

Mimi Boublik, Volunteer, Parents Against Vaping e-Cigarettes (PAVe)

IN THE TRENCHES: RELATIONSHIP-BASED LEADERS IN ACTION

Location: Room 302

LEARNING OUTCOMES:

* Participants will learn the fundamental components of Relationship-Based Leadership.
* Participants will learn specific leadership strategies that apply to day-to-day camp challenges.
* Participants will learn how relationship-based leaders vary in style, approach, and technique.

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 Ramaquious), 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!

Steve Mazza, PhD, Licensed Clinical Psychologist, Columbia University Medical Center & Camp Consultant, TLC Family of Camps

Dave Skolnick, Director, Hampton Country Day Camp

Jann Reissman, Assistant Director, Camp Ramaquiosis

Adam Baker, Director, Camps Equinunk and Blue Ridge

Corey Dockswell, Director, Camp Wicosuta

Corey Dockswell

Stephen Maguire

Roni Selig

Mimi Boublik

Emily Golinsky

Mary Pat Draddy

Vanessa Bennett

Steve Mazza

Dave Skolnik

Jann Reissman

Adam Baker

G&S 2 15 8 19 10 11 12 13 14 16 4 37
Graham Moore, Staff Director, Camp Waukeela

**ADAPTING SOCIAL SPACES TO FOSTER GENDER-INCLUSIVE CAMP COMMUNITIES**

*LEARNING OUTCOMES:*
* Participants will learn factors to consider when adapting social spaces.
* Participants will learn simple and easily implemented ways to adapt their camp social spaces to better support gender diverse campers and staff.
* Participants will learn steps to encourage staff buy-in for the inclusive culture you are looking to build.

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 and Davin 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.

**ADDRESSING AND UNDERSTANDING CAMPER MENTAL HEALTH ISSUES**

*LEARNING OUTCOMES:*
* Participants will reflect deeply on the root causes of mental health issues in young people.
* Participants will reflect on how their camp staff can better understand and address camper issues.
* Participants will learn about the key components of a well-being program that they can use.

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 rebuilding 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 10 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 programs to improve their self-perception and self-image. Camp professionals can be forgiven for thinking that 2 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 to help young people to leave camp happier.

**OPENSING A NEW CAMP OR EXPANDING TO A SECOND SITE**

*LEARNING OUTCOMES:*
* Participants will learn about the comparisons between the financial implications of ownership vs. rental models, using real data from a number of recently opened new camp projects.
* Participants will receive a list of questions and topics to consider before taking the leap to open a new camp.
* Participants will learn specific tips about the early stages of developing a program, establishing relationships with a host site, and potential program and operational pitfalls to look out for.

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 2 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!

**MAXIMIZE YOUR CAMP’S WATERFRONT AND WATERSPORTS SAFETY**

*LEARNING OUTCOMES:*
* Participants will learn how to evaluate all areas of a camp’s watersports program and implement safe practices.
* Participants will learn waterpark/inflatables safety set up, about camper use, and end-of-season storage.
* Participants will learn about concussion and injury prevention in waterski programs.

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.

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LEGAL ISSUES IN CAMPING: PREPARATION, PROTECTING YOUR CAMP, AND PROTECTING YOUR CAMPERs

Location: Room 315

LEARNING OUTCOMES:
* Participants will discuss and manage liability issues and practices for risk prevention.
* Participants will learn to draft and prepare crucial camp documents, including enrollment forms.
* Participants will learn what steps may be taken following an accident or incident to assist in the potential defense for the camp should a personal injury lawsuit arise.

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!

Gregg Scharaga, Attorney, Chartwell Law

DIVERSITY AND INCLUSION AT CAMP: WHY, HOW, AND WHAT IT LOOKS LIKE

Location: Room 409

LEARNING OUTCOMES:
* Participants will learn why diversity and inclusion at camp matters.
* Participants will learn strategies to start their camp’s journey on diversity and inclusion.
* Participants will learn the tools that are available to start diversity and inclusion work.

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 10 Y camps to study different diversity and inclusion strategies for the past 2 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 our own camps.

Dan Weir, Senior Director, Program Development, YMCA of Long Island
Nick Lomauro, Director of Camp Wawayanda, Frost Valley YMCA

LOOK BEFORE YOU LEAP: THE PSYCHOLOGY OF RISK MANAGEMENT

Location: Room 304

LEARNING OUTCOMES:
* Participants will learn the 7 most common categories of dangerous mistakes that youth leaders make.
* Participants will understand the 7 key questions that youth leaders must ask in order to sidestep the pitfalls of common unhealthy risks.
* Participants will discuss examples of each of the 7 critical categories, and the human vulnerabilities we share that cause us to overlook obvious ways to prevent injuries and illnesses.

Here’s a sobering fact: accidents are the leading cause of death among adolescents and young adults. But 7 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.

Chris Thurber, Psychologist & Educator, Phillips Exeter Academy & Expert Online Training

CRAFTING CAN HELP: ANXIETY AND STRESS REDUCING TECHNIQUES FOR CAMPERS AND STAFF

Location: Room 411

LEARNING OUTCOMES:
* Participants will learn how mindful crafting can help alleviate anxiety and stress.
* Participants will learn two craft techniques: kumi-himo and wonder knitting, and projects that they can make with them.
* Participants will learn creative ways to implement them into their camp programming.

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 fun, engaging, and promote calm.

Julia Yosen, Executive Director, The Handwork Studio
Laura Kelly, Owner/President, The Handwork Studio
Ana Castro, Studio Manager, The Handwork Studio

Chris Thurber
Gregg Scharaga
Dan Weir
Nick Lomauro
Julia Yosen
Laura Kelly
Ana Castro
**Creating Marketing Content That Makes a Difference**

**Location:** Room 315

**Learning Outcomes:**
* Participants will learn what makes content emotive.
* Participants will learn how to create their own content that will move the viewer to act.

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.

**Etan Kestenbaum, Founder and Owner, Matchstick Film Company**

**Color War: How to Bring the New to an Old Camp Tradition**

**Location:** Room 202

**Learning Outcomes:**
* Participants will take at least 10 new competitions and variations to include in their color war or in other camp competitions.
* Participants will learn different ways to present competitions, be it for color war or other group activities.
* Participants will experience different competitions and have fun.

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 challenge can be used for other camp special days.

**Silvio Berlfein, Program Director, New Jersey Y Camps**

**An Exploration of Current Lawsuits Against Summer Camps and the Lessons that Can Be Gleaned from Them**

**Location:** Room 419

**Learning Outcomes:**
* Participants will learn the importance of fundamental legal principles like the duty of care and negligence.
* Participants will learn how to review and analyze lawsuits so as to inform their own risk management practices.
* Participants will learn some key legal principles to consider when thinking about summer camp program design and implementation.

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 current lawsuits filed against summer camps, looking closely at underlying 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.

**William Bettmann, Director, Camp Regis Applejack**

**Avoid the Panic Hire: Take a Deep Breath Before Employing the Next Warm Body**

**Location:** Room 304

**Learning Outcomes:**
* Participants will learn to reflect on the well-laid-out staff recruiting plan that was put in place for this year’s hiring season.
* Participants will learn to recognize how panic-hiring may solve short term staff needs but is detrimental to staff culture long term.
* Participants will learn to develop a plan and think outside the box for acquiring excellent staff—both veteran staff who have not yet committed and new faces.

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.

**Kim Aycock, Speaker/Trainer/Educator/Consultant, Camp 2 Campus Learning Solutions**

**Establishing Boundary Guidelines at Camps**

**Location:** Room 409

**Learning Outcomes:**
* Participants will understand appropriate boundaries, both physical and emotional, between campers and staff in the context of swim time, sleep time, changing clothes, and shared bathrooms.
* Participants will learn how to discuss these boundaries with camp staff in a way that empowers counselors to cultivate bonds with campers and avoids instilling fear, while keeping everyone safe.
* Participants will discuss corollary benefits of establishing guidelines, such as cultivating staff leadership and avoiding the appearance of impropriety.

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 while 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.

**Rachel Bayar, Attorney and Managing Director, T&M Protection**

**Camping in the Age of Vaccine Refusal: Practice Considerations for Camp Directors**

**Location:** Room 311

**Learning Outcomes:**
* Participants will learn best practices in vaccine policy for camping.
* Participants will learn about the prevention and management of disease outbreaks.
* Participants will learn about the scope and reasons for vaccine refusal in the US.

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 VPD 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.

**Laura Blaisdell, Vice President, Maine AAP; Medical Director, Camp Winnebago**

**Old Camp Tradition: Color War**

**Location:** Room 311

**Learning Outcomes:**
* Participants will learn best practices in vaccine policy for camping.
* Participants will learn about the prevention and management of disease outbreaks.
* Participants will learn about the scope and reasons for vaccine refusal in the US.

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 VPD 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.

**Laura Blaisdell, Vice President, Maine AAP; Medical Director, Camp Winnebago**
**How to Do What You Said You Would Do: The Keys to Effective Task Management for Summer and Year-Round Work with Less Stress**

**Location:** Room 301

**Learning Outcomes:**
- Participants will learn how to manage and complete tasks more efficiently.
- Participants will learn easy methods to eliminate misunderstandings around tasks.
- Participants will learn techniques to track work so that nothing falls through the cracks.

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.

Diana Bloom, Productivity and Efficiency Coach, Totally Accountable

**The Department of State’s J-1 Exchange Visitor Program**

**Location:** Room 411

**Learning Outcomes:**
- Participants will leave with a better understanding of the J-1 program and how it relates to camps.
- Participants will learn about program updates in the Summer Work and Travel, and Camp Counselor Programs.
- Participants will learn and share best practices when working with J-1 camp counselors and staff.

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 camps. Participants working with J-1 camp counselors and staff. This session will be moderated by Scott Brody, ACA’s Government Affairs Chair.

Scott Brody, Owner/Director, Camps Kenwood and Evergreen

Diane Culkin, Division Chief, Bureau of Educational and Cultural Affairs, US Dept of State

Nicki Fleischner, Assistant Director, Camp Scatico

Davin Allan, Co-Founder, Pride Camping Association

Amanda Grassick, Co-Founder, Pride Camping Association

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

**Location:** Room 421

**Learning Outcomes:**
- Participants will learn the power of “for-profit, for-purpose,” and how it helps attract clients, retain staff, and enhance campers’ experience.
- Participants will walk away with tangible give back/service ideas to incorporate into their camp program.
- Participants will receive a list of valuable resources and potential organizations to partner with!

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.

Nicki Fleischner, Assistant Director, Camp Scatico

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

**Location:** Room 322

**Learning Outcomes:**
- Participants will learn the essential learning outcomes for staff training sessions on gender and sexual diversity.
- Participants will learn about free resources they can incorporate into their training.
- Participants will learn about 3 successful training sessions they can easily incorporate into their training program.

Building on their session from 2019, Amanda and Davin will share 3 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.

Amanda Grassick, Co-Founder, Pride Camping Association

Davin Allan, Co-Founder, Pride Camping Association

**Affordable Technology and Time-Saving Solutions for Your Camp Office**

**Location:** Room 313

**Learning Outcomes:**
- Participants will understand how automation software can connect web applications that they already use.
- Participants will discover a class of web applications that will streamline their to-do lists and help manage their tasks.
- Participants will learn ways to supercharge their email and calendar to increase productivity.

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.

Matt Kaufman, Associate Director, Camp Ramaquois
BUILDING (OR REBUILDING) A CAMP CULTURE FOR STAFF

Location: Room 417

LEARNING OUTCOMES:
* Participants will learn more about the underlying roadblocks in developing an accepted camp culture.
* Participants will learn important tools to help engage staff in their vision of camp from recruiting, to training, to camp, and beyond.
* Participants will learn how to maintain their ideal culture at camp with a flexible, open-minded view that respects the needs of their 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.

Dave Malter, Consultant/Educator/Trainer, ProfessorDave.Camp

ANXIETY: CULTIVATING COURAGE IN CAMPERS, COUNSELORS, AND YOURSELF!

Location: Room 302

LEARNING OUTCOMES:
* Participants will learn the causes, symptoms, and function of anxiety in campers and staff.
* Participants will learn about the factors that inadvertently maintain and/or increase anxiety at camp.
* Participants will learn the skills necessary to help campers and staff overcome their anxiety at camp.

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.

Steve Mazza, PhD, Licensed Clinical Psychologist, Columbia University Medical Center & Camp Consultant, TLC Family of Camps

POSITIONING YOURSELF AS A PARENTING EXPERT

Location: Room 403

LEARNING OUTCOMES:
* Participants will identify and clearly articulate their areas of expertise.
* Participants will learn best practices for curating and delivering content to parents.
* Participants will leave with a parent education communication piece ready to deliver.

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.

Audrey Monke, Author/Podcaster, Sunshine Parenting: Camp Owner/Director, Gold Arrow Camp

HOW ALUMNI ENGAGEMENT STRATEGIES FROM PREP SCHOOLS, COLLEGES, AND UNIVERSITIES CAN HELP INFORM YOUR CAMP FUNDRAISING PLAN

Location: Room 309

LEARNING OUTCOMES:
* Participants will discuss ways they currently engage their camp alumni.
* Participants will compare their strategies to the tactics being used by colleges, universities, and prep schools.
* Participants will walk away with new ideas that they can strategically incorporate into their fundraising plans.

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 8-week sleep-away 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!

Adam Steinberg, Founder, Piermont Consulting Group

STEM AND SUSTAINABILITY TOGETHER!

Location: Room 401

LEARNING OUTCOMES:
* Participants will learn the importance of sustainable STEM programs.
* Participants will learn new and exciting STEM projects that can be implemented at their own camps.
* Participants will learn and explore resources to support them.

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!

Shawn Tiede, 4-H Camping Specialist, Cornell University Cooperative Extension
Kasey Bozeman, 4-H Environmental Education Specialist, University of Georgia Cooperative Extension

Sustainability efforts. Don’t deny your campers their own camps.

Participants will learn and explore resources to support them.

Shawn Tiede, 4-H Camping Specialist, Cornell University Cooperative Extension
Kasey Bozeman, 4-H Environmental Education Specialist, University of Georgia Cooperative Extension

Participants will walk away with some helpful tips!

Adam Steinberg, Founder, Piermont Consulting Group

Positioning Yourself as a Parenting Expert

Location: Room 403

Learning Outcomes:
* Participants will identify and clearly articulate their areas of expertise.
* Participants will learn best practices for curating and delivering content to parents.
* Participants will leave with a parent education communication piece ready to deliver.

Audrey Monke, Author/Podcaster, Sunshine Parenting: Camp Owner/Director, Gold Arrow Camp

Anxiety: Cultivating Courage in Campers, Counselors, and Yourself!

Location: Room 302

Learning Outcomes:
* Participants will learn the causes, symptoms, and function of anxiety in campers and staff.
* Participants will learn about the factors that inadvertently maintain and/or increase anxiety at camp.
* Participants will learn the skills necessary to help campers and staff overcome their anxiety at camp.

Steve Mazza, PhD, Licensed Clinical Psychologist, Columbia University Medical Center & Camp Consultant, TLC Family of Camps
SCAVAGANZA! 2.0
Location: Room 314
LEARNING OUTCOMES:
* Participants will learn the process of putting together a scavenger hunt that incorporates the use of technology.
* Participants will learn how camp activities can be used to create an inclusive and welcoming environment.
* Participants will learn the importance of taking a break to act silly while networking, and remembering what it’s like to be a kid.

Ladies and Gentlemen! Hold onto your hats, because it’s round 2 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!

Jenn Ward, Sales, Marketing & Program Coordinator, Gate Hill Day Camp
Amanda Borbee, Program Design and Evaluation Coordinator, Kids in the Game

STARTING WITH OURSELVES: FACILITATING GROUP DIALOGUES AROUND POWER, RACE, OPPRESSION, AND PRIVILEGE
Location: Room 312
LEARNING OUTCOMES:
* Participants will learn to facilitate challenging dialogues in professional roles.
* Participants will learn to productively resolve conflict in cross-cultural dialogue.
* Participants will learn to examine the meaning and effect of their multiple identities, statuses, privilege, and power on developing authentic professional relationships.

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.

Ovita Williams, Associate Director of Field Education, Columbia School of Social Work
THURSDAY AT A GLANCE

7:30 AM–2:30 PM  REGISTRATION OPEN
9:00 AM–10:00 AM  CONCURRENT SESSIONS  BLOCK H
9:30 AM–12:00 PM  EXHIBIT HALL OPEN
9:30 AM–10:00 AM  FREE COFFEE WITH THE EXHIBITORS
10:15 AM–11:15 AM  CONCURRENT SESSIONS  BLOCK I
11:15 AM–12:00 PM  FREE REFRESHMENTS WITH EXHIBITORS  *LAST CHANCE TO SHOP!*

12:00 PM–1:30 PM  GENERAL SESSION  (HALL A): CARLI LLOYD

LEGENDS OF CAMPING AWARD WINNER: JEFFRY ACKERMAN

MY PLAN FOR THE DAY

BLOCK H

BLOCK I

1st Time Attendees  Administrative  Finance and Regulations  For Staff Trainers  Front Line Staff
Gender and Sexuality  Get Active!  Mental Health  Personal Growth and Self-Care  Program Development
Sales, Advertising and Marketing  Staffing Directors  Trending Topics
ENERGY IS EVERYTHING!: THE EXTRAORDINARY IMPACT OF HOW YOU SHOW UP FOR YOURSELF AND OTHERS
Location: Room 311
LEARNING OUTCOMES:
* Participants will learn tools to intentionally invest in better team relationships among coworkers and supervisors.
* Participants will connect with each other in an intentional way to facilitate positive collaboration.
* Participants will set a standard for what it means to bring great energy to camp every day.
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!
Bobby Audley, Leadership and Teambuilding Facilitator, Penneau Training Group

CAMP ADMINs UNITE: A YEAR IN OUR SHOES
Location: Room 314
LEARNING OUTCOMES:
* Participants will learn how to operate a successful camp throughout the year.
* Participants will learn how to prepare for camp and strategies to effectively manage themselves at camp.
* Participants will learn about how to evaluate a successful camp season.
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.
Jeff Bowman, Business Development, CampBrain
Greg Keresztury, Director of Operations, YMCA of the Pines
Dan O’Neil, Director of Auxiliary Programs, Congressional School
James Tresner, Executive Director, Wanakee

SOLVE THOSE PROBLEMS AND ELEVATE YOUR CUSTOMER EXPERIENCE
Location: Room 402
LEARNING OUTCOMES:
* Participants will learn the 3 important steps that lead to an outstanding customer experience.
* Participants will recognize the impact of active listening and customer perception.
* Participants will experience and practice the STP (Solve Those Problems) Strategy for addressing and resolving customer complaints.
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.
Jed Buck, Principal, Roz and Jed Training & Consulting

THE MAGIC OF FULL-CAMP PROGRAMMING AND TRADITIONS: CROWDSOURCED IDEAS TO PUT INTO ACTION!
Location: Room 421
LEARNING OUTCOMES:
* Participants will learn programming best practices from different camps around the country.
* Participants will learn really creative ideas for full-camp events.
* Participants will learn what sets exceptional full-camp programming apart.
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!
David Fleischner, Director and Owner, Camp Scatico
Nicki Fleischner, Assistant Director, Camp Scatico
MEDICATION MANAGEMENT: CONSIDERATIONS AROUND CBD OIL AND MENTAL HEALTH MEDICATIONS

Location: Room 313

LEARNING OUTCOMES:
* Participants will learn about CBD oil, the legality around this product, and considerations about administering it at camp.
* Participants will identify different psychotropic medications used to treat MESH and related oversight requirements.
* Participants will learn policy and procedure considerations for MESH medication management.

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 encountering these medications.

Tracey Gaslin, Executive Director, Association of Camp Nursing

STRATEGIES TO STRENGTHEN YOUR STAFF’S MENTAL HEALTH FROM INTERVIEW TO POST-CAMP

Location: Room 303

LEARNING OUTCOMES:
* Participants will learn how to recruit staff who will be as resilient as you need them to be.
* Participants will learn how to design camp training that will strengthen your staff’s mental health.
* Participants will learn how to spot and prevent stress reactions during the summer.

As young adults take the plunge and sign on as camp counselors, camps are seeing a disturbing trend. Some staff members are 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.

Deborah Gilboa, Family Physician, Parenting and Youth Development and Resilience Expert, AskDoctorG.com

GETTING UNSTUCK: POWERFUL BEHAVIOR MANAGEMENT STRATEGIES

Location: Room 301

LEARNING OUTCOMES:
* Participants will learn to use 6 core behavior management strategies to de-escalate behavior.
* Participants will learn to be more confident when approaching behavior situations.
* Participants will learn how to effectively utilize role-playing in behavior management training.

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.

Emily Golinsky, Executive Director, Camp Starfish

BALL ACTIVITIES TO PROMOTE FUNDAMENTALS, FITNESS, AND FUN

Location: Room 202

LEARNING OUTCOMES:
* Participants will learn activities that promote fitness, team building, responsible behaviors, and skill development.
* Participants will be introduced to equipment that is non-threatening and provides students with the opportunity for a higher level of participation without the fear of injury or intimidation.
* Participants will learn to organize activities to keep all kids actively engaged.

Activities using the most common of play equipment—balls—to promote team building, cooperation, enhance fitness levels, and provide ways for kids to experience success and fun. Develop movement, skill fundamentals, and responsible behaviors. The balls we will use are light-weight, durable, non-threatening, and range from 14”–48”. This session promotes active participation by all—come move, learn, and have fun. The activities will get your heart thumping and your lungs pumping!

Scott Williams, Founder/Owner, Camp4Real

YOGA AND MINDFULNESS AT CAMP

Location: Room 201

LEARNING OUTCOMES:
* Participants will learn about the physical, psychological, and social benefits of yoga.
* Participants will learn ways to incorporate mindfulness and breath into their camp routine.
* Participants will learn to play and facilitate yoga games and activities.

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.

Christine Mohle, Mental Health Consultant, Christine Mohle, LLC

ENSURING INCLUSIVITY OF ALL GENDER IDENTITIES AT CAMP

Location: Room 417

LEARNING OUTCOMES:
* Participants will learn a pedagogical strategy for building equitable relationships.
* Participants will learn how to refine language norms for strengthening communities.
* Participants will learn how to use an ouch/oops model to manage difficult conversations around gender identity.

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.

Christine Moloney, Coordinator of Diversity and Community Outreach, The Windward School
THE POWER OF EMOTIONS 🎞
Location: Room 312

LEARNING OUTCOMES:
* Participants will learn to identify common emotions in themselves and others.
* Participants will engage in activities designed to practice recognizing and labeling emotions.
* Participants will learn strategies and techniques from the visual and performing arts that help to manage and redirect 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 you to techniques and strategies derived from the visual and performing arts, such as using improvisational games to help identify, understand, manage, and redirect emotions.

Happi Price, Diversity Arts Trainer, Eye to Eye Now!

TO COMPETE OR NOT TO COMPETE? A GREAT QUESTION FOR BUILDING YOUR CAMP PROGRAM 📚
Location: Room 318

LEARNING OUTCOMES:
* Participants will learn the basic issues underlying the competition debate and the 4 basic approaches towards it: avoid, ask, adapt, or accept.
* Participants will learn pros and cons of implementing competition in the camp program.
* Participants will learn staff training strategies designed to better the implementation of competition during the 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 spicu your camp program, but a lot of care must be taken in the way it is introduced and how the strategies derived from competitive camp programs can work with great results, its 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 in 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.

Luis Rivero, Staff & Project Director, La Llanada Internacional

RESTORATIVE PRACTICES AT SUMMER CAMP 🚄
Location: Room 302

LEARNING OUTCOMES:
* Participants will gain a clear understanding of restorative practices and restorative justice.
* Participants will learn a simple system for reframing conflict through circles.
* Participants will learn tools to think differently about discipline and behavior management.

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.

Jack Schott, Co-Founder/Director, Camp Stomping Ground
Laura Kriegel, Co-Founder/Director, Camp Stomping Ground

MY DOOR IS ALWAYS OPEN: BEST PRACTICES FOR FIRST-TIME SUPERVISORS 🎈
Location: Room 322

LEARNING OUTCOMES:
* Participants will learn why leading 18–25 year olds is a completely different beast today than it was a generation ago.
* Participants will learn the difference between leadership aimed only at results, and leadership aimed at empowering staff and changing lives, while also getting results!
* Participants will learn key phrases to say and key questions to ask their staff in order to get the best out of them all summer.

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.

Ed Thomas, Assistant Director, International Sports Training Camp

FORGET FEEDBACK FOREVER 🎉
Location: Room 304

LEARNING OUTCOMES:
* Participants will understand the interpersonal obstacles to and risks of candid feedback.
* Participants will learn why arrogance and bias are baked into every manager’s brain.
* Participants will learn to use soliciting, referencing, and querying to motivate change in others’ behaviors.

Hack the managerial minefield of colleagues who ignore you or get upset when you offer feedback. Participants in this innovative workshop will learn 3 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.

Chris Thurber, Psychologist & Educator, Phillips Exeter Academy & Expert Online Training

DEFINING YOUR CUSTOMER JOURNEY TO ENHANCE YOUR MARKETING REACH 🌐
Location: Room 409

LEARNING OUTCOMES:
* Participants will learn how to create a customer journey.
* Participants will learn the ROI benefits of mapping the customer journey.
* Participants will learn why it’s vital to create content that resonates with your audience at different stages of the customer journey.

At the core of every camp’s digital marketing plan there are 2 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.

Dineke Bernier, Director of Client Services, 829 Studios
THURSDAY MARCH 12 10:15AM–11:15AM

DO YOU!: CULTIVATING EFFECTIVE AND HAPPY STAFF
Location: Room 311
LEARNING OUTCOMES:
* Participants will explore new strength-based ideas about roles, responsibilities, and development as well as how to rethink strategies for assigning tasks.
* Participants will discuss and learn strategies for developing the team environment to support this approach.
* Participants will learn training ideas and activities to teach staff to be more self-aware of their own strengths.

“Do you” is a hip-hop reference that is about a strength-based approach to your life. What’s your super power? 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.

Scott Arizala, Consultant & Trainer, The Camp Counselor

DOES THAT TRADITION SPARK JOY?
Location: Room 417
LEARNING OUTCOMES:
* Participants will learn how you can modify traditions to keep your Gen-Z campers and staff engaged.
* Participants will learn how to identify when it is time to move on from a tradition.
* Participants will learn how to provide the skills necessary to have a voice in your office when you feel it is time for a change.

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?

Adam Baranker, Assistant Director, Jeff Lake Camp

SELF-REGULATION: THE RIGHT THING AT THE RIGHT TIME
Location: Room 202
LEARNING OUTCOMES:
* Participants will learn to recognize and regulate emotion, and foster positive relationships even in difficult situations.
* Participants will discover a variety of coping and stress management skills that can be taught to others and discover assessments to assist in understanding various aspects of self-regulation, both for the participant and the youth they serve.
* Participants will participate in activities and model debriefing techniques that can be used with others to teach self-regulation.

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?

Gale Gorka, Executive Director, Kids Kon Inc.

REALIZING AND ADDRESSING TOXIC MASCULINITY AT CAMP
Location: Room 309
LEARNING OUTCOMES:
* Participants will learn the subtle ways toxic masculinity typically presents at summer camps.
* Participants will learn reasons why it persists despite camp staff attempting to address it.
* Participants will learn ways to make change and replace toxic masculinity with healthy masculinity.

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.

Kris Fiore, Director, Unirondack

COACHING THE COACHES: TRAINING CAMP LEADERSHIP TEAM MEMBERS TO BRING OUT THE BEST IN STAFF
Location: Room 303
LEARNING OUTCOMES:
* Participants will learn to use unique materials and techniques to teach your leadership team how to guide staff to their highest levels of performance every day—help them get way beyond “Howzitgoing?” and “checking in” by teaching precisely what to say.
* Participants will learn how to provide team members with new tools to overcome common challenges in supporting staff and creating growth.
* Participants will learn how to make their leadership team more expert in identifying the specific behaviors they wish to develop in others.

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 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.

Michael Brandwein, MichaelBrandwein.com

ADAM BARANKER, ASSOCIATE DIRECTOR, JEFF LAKE CAMP

Gale Gorka, Executive Director, Kids Kon Inc.

Kris Fiore, Director, Unirondack

Scott Arizala, Consultant & Trainer, The Camp Counselor

Michael Brandwein
MODERN ISSUES: LEGAL PERSPECTIVES OF CONSENT, WAIVERS, AND MENTAL HEALTH ISSUES

Location: Room 308

LEARNING OUTCOMES:
* Participants will learn how to properly plan for sensitive issues prior to the camp session.
* Participants will learn the elements of proper training programs.
* Participants will learn practical advice to minimize disruption caused by lack of preparedness.

This session will explore the legal implications involved in the sensitive modern-day subjects of consent, waivers, mental health issues. State and federal laws that impact these areas will be explained, and there will be an emphasis upon how to practically prepare for and deal with these issues.

Anthony Sherr, Attorney, Sherr Law Group

HOW TO MAXIMIZE UNEXPECTED DOWNTIME

Location: Room 312

LEARNING OUTCOMES:
* Participants will learn how to feel more comfortable running safe, active, and fun games.
* Participants will learn and implement new games for various indoor spaces.
* Participants will learn how to set up stations and create boundaries for indoor games.

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” do not have to be dirty words. 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!

Maria Gerena, Recess Training Program Manager, Asphalt Green

THERE’S MORE TO MARKETING THAN SOCIAL MEDIA

Location: Room 409

LEARNING OUTCOMES:
* Participants will learn how to maximize traditional marketing and implement grass-root efforts to get results.
* Participants will be reminded of the importance of developing cohesive campaigns.
* Participants will leave with ideas they can put into action immediately.

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 with and put into action right away.

Cheryl Goldstein, Founder/Creative Director, Campfire Creative Marketing

CONSIDERATIONS FOR IMPLEMENTING MENTAL HEALTH AND BEHAVIORAL SUPPORTS

Location: Room 301

LEARNING OUTCOMES:
* Participants will learn a framework for identifying the behavioral, mental, and emotional health support needs of their campers and staff.
* Participants will learn the differences between the many types of support options available, and the pros and cons of each.
* Participants will learn what next steps they can take to put the appropriate supports in place as soon as this summer.

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?”

Emily Golinsky, Executive Director, Camp Starfish

WHAT BURNING MAN CAN TEACH YOU ABOUT CAMP

Location: Room 318

LEARNING OUTCOMES:
* Participants will learn key concepts to intentionally shape your camp culture.
* Participants will leave with tools to help shift perspectives and broaden the intentional impact of camp.
* Participants will gain an understanding of vocabulary to process your camp experience.

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.

Gracie Hansen, Camp Program Associate, High Meadows

SERIOUS TEAM-BUILDING THROUGH SILLY IMPROV COMEDY GAMES (THAT YOU CAN TAKE BACK TO CAMP!) ☀️

Location: Room 201

LEARNING OUTCOMES:
* Participants will learn improv comedy games that can be played with campers and staff.
* Participants will learn teamwork-related lessons around listening and support that accompany each game.
* Participants will learn their own strengths and opportunities for growth around listening and providing support to others.

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.

Daniel Shore, Principal Researcher, I’m Shore Research & Consulting
COUNSELING COUNSELORS TO COPE WITH ANXIETY AND PERFORM AT THEIR BEST
Location: Room 421
LEARNING OUTCOMES:
* Participants will gain a better understanding of potential counselor mental health concerns, with a focus on anxiety.
* Participants will learn how to provide emotion education and teach anxiety management strategies, including relaxation techniques, goal setting, balanced thinking, and mindfulness.
* Participants will learn how to offer counselors emotional support while coaching them to perform their job 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.

Lonnie Sarnell, Psychologist, Lonnie Sarnell, Psy.D. LLC; Girls’ Head Counselor, Tyler Hill Camp

A SYSTEM-WIDE APPROACH TO WATERFRONT SAFETY
Location: Room 310
LEARNING OUTCOMES:
* Participants will learn how to identify the particular challenges of a camp waterfront environment and how these challenges can be met.
* Participants will learn how physical layout and configuration can either weaken or strengthen your camp waterfront’s emergency action plans.
* Participants will learn how proper preparation and support of a camp waterfront staff is crucial to strong safety protocols... and therefore how support staff throughout the summer.

More often than not, camp lifeguards and waterfront staff are certified for indoor pools and controlled environments like water parks. Camp waterways are more dynamic, more varied, and offer more challenges than conventional aquatic environments. The gap between these two spheres is an exposure for summer camps. But, it is also an opportunity. Through careful preparation, staff training, and by taking a hard look at one’s own facilities, it is possible to curate a camp waterfront environment that is fun and challenging without sacrificing safety. This session will provide the camp director, waterfront director, and/or program director with actionable steps toward a safer waterfront. This session will unpack two main points: the proper training and preparation of one’s staff, and a full understanding and configuration of one’s waterfront physical layout.

Bo Williams, Director, Camp Cobbossee
Bo Williams, Sales Manager, Zim Sailing
THE PHONE CALL
Location: Room 304
LEARNING OUTCOMES:
* Participants will learn advanced techniques of expressing empathy.
* Participants will learn how to identify the needs and wants of an emotionally volatile person.
* Participants will practice professional conflict resolution, using the win-win framework of collaborative problem-solving.

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.

Chris Thurber, Psychologist & Educator, Phillips Exeter Academy & Expert Online Training

BLACK MEN IN CAMPING: PANEL DISCUSSION
Location: Room 313
LEARNING OUTCOMES:
* Participants will learn to consider their hiring processes from new perspectives.
* Participants will learn new ways to onboard a wider variety of staff and campers.
* Participants will hear first-hand experiences about working as a black man in the camping industry.

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.

Sylvia van Meerten, President, van Meerten Consulting
Nelson Strickland, Camp Director, YMCA Camp Birkett
Donovan Andrews, Camp Director, Camp Tall Tree
James Brooker, City of Philadelphia
Dayvon Steen, Ann Arbor YMCA Camp Al-Gon-Quian

Sylvia van Meerten
Nelson Strickland
Donovan Andrews
James Brooker
Dayvon Steen
award which the most prestigious and highest award in soccer: being named World Cup Champion (2015 and 2019). She has been awarded Cup tournaments (2007, 2011, 2015, and 2019) and is a two-time represented the United States at the past four Women’s World Games in Beijing and the 2012 Games in London. She also of scoring the game-winning goals in the finals at both the 2008 Gold Medalist (2008 and 2012), Carli holds the unique distinction ultimately drive you to excel above your competition. Carli’s strength, energy, and spark will motivate and inspire you as you head into summer 2020 and help this summer become your best one yet. 

**BIO:** Carli Lloyd is an American professional soccer player for the US Women’s National Soccer Team and the National Women’s Soccer League’s Sky Blue FC in New Jersey. A two-time Olympic Gold Medalist (2008 and 2012), Carli holds the unique distinction of scoring the game-winning goals in the finals at both the 2008 Games in Beijing and the 2012 Games in London. She also represented the United States at the past four Women’s World Cup tournaments (2007, 2011, 2015, and 2019) and is a two-time World Cup Champion (2015 and 2019). She has been awarded the most prestigious and highest award in soccer: being named two-time FIFA World Player of the Year (2015 and 2016), an award which only four other Americans have received. She became the only American to score multiple goals in three separate Olympic Games (2008, 2012, 2016). Currently she has scored over 115 + goals in almost 300 games played.

In July 2019, the USWNT claimed its record fourth FIFA Women’s World Cup title, making Carli a two-time World Cup champion, and she became the first player to score in six straight Women’s World Cup games.

Off the field, Carli is a role model who empowers fans to never give up on achieving their goals. She almost gave up on her own soccer dream, but with the help and motivation from her coach/mentor James Galanis, Carli continued her journey and has never looked back! Carli was raised in Delran, NJ, and attended nearby Rutgers University, where she set records as the Scarlet Knights’ all-time leader in points, goals, and shots. In 2013, Lloyd was inducted into the Rutgers Hall of Distinguished Alumni. In 2017, she was inducted into the New Jersey Hall of Fame. She published a best-selling memoir in the fall of 2016 titled When Nobody Was Watching. Carli serves as mentor and mental toughness coach for her former youth club, the Medford Strikers. She married her High School sweetheart, Brian, in 2016 and still lives in New Jersey.

**DRIVEN BY MEANING & PURPOSE: LESSONS FROM CARLI LLOYD**

Join fellow attendees as Carli Lloyd shares key elements from her successful journey to the top of her sport. Carli will share how she overcame unexpected hurdles to now lead one of the most well-known American Women’s sports teams. Learn how to unleash your own potential and how to achieve your best self, both within your personal life and as a camp professional. You’ll gain takeaways on how to convert hard work into opportunities and how challenges can ultimately drive you to excel above your competition. Carli’s strength, energy, and spark will motivate and inspire you as you head into summer 2020 and help this summer become your best one yet.

**KEYNOTE SPEAKERS & AWARD WINNERS**

**THURSDAY MARCH 12 X 12:00PM–1:30PM**

**GENERAL SESSION—KEYNOTE SPEAKER:**

**CARLI LLOYD, AMERICAN PROFESSIONAL SOCCER PLAYER**

**Location:** Hall A, Second Level

**BIO:** Carli Lloyd is an American professional soccer player for the US Women’s National Soccer Team and the National Women’s Soccer League’s Sky Blue FC in New Jersey. A two-time Olympic Gold Medalist (2008 and 2012), Carli holds the unique distinction of scoring the game-winning goals in the finals at both the 2008 Games in Beijing and the 2012 Games in London. She also represented the United States at the past four Women’s World Cup tournaments (2007, 2011, 2015, and 2019) and is a two-time World Cup Champion (2015 and 2019). She has been awarded the most prestigious and highest award in soccer: being named two-time FIFA World Player of the Year (2015 and 2016), an award which only four other Americans have received. She became the only American to score multiple goals in three separate Olympic Games (2008, 2012, 2016). Currently she has scored over 115 + goals in almost 300 games played.

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**BOOK SIGNING**

**Where?** The book signing will be conducted in the ACA Bookstore (front of the exhibit hall).

**When?** **THURSDAY, MARCH 12, 11:30 AM–12:00 PM**

Join Carli Lloyd for a book signing of her memoir: When Nobody Was Watching.

**Sponsored by:**

**THE Ben Appelbaum FORUM**

**LEGENDS OF CAMPING AWARD WINNER**

**JEFFRY ACKERMAN**

Jeff began his camp career as a cabin counselor at Camp Cherokee in Honesdale, PA. He then moved to Camp Orinsekwa and Tunis Lake Camp. At Tunis Lake, his Camp Director was Arthur Kessler. His next camp position was at Camp Walt Whitman where he was the Assistant Waterfront Director to Anne Soloway.

Jeff took several summers away from camp. He returned in 1973 as a Head Counselor at Camp Echo Lake. He worked very closely with Amy and Morry Stein and became the Assistant Director. Echo Lake was life-changing on many levels. He met his wife, Andrea Goodman, at the TP shack that first year (they just celebrated their 41st wedding anniversary). He worked full-time at Echo Lake for 5 years. He then enrolled in a doctoral program at University of Michigan to pursue a degree in Clinical Psychology. After completing his degree, he began a psychotherapy practice in Cleveland with his wife.

Jeff’s passion for camp never waned. His relationship with Morry and Amy led him to Ben Appelbaum. Ben and Skip Vichness became Jeff’s partners at Elmwood Day Camp. Jeff directed Elmwood for 26 years and is currently its Director Emeritus.

He is a past President and founding Board Member of Project Morry, which is celebrating its 25th year. He was past President of the Ben Appelbaum Foundation, a mentoring organization. In his work with the Foundation he helped several not-for-profit organizations define and achieve their missions. Jeff served on the board of the ACA, NY & NJ and was chair of the Pupil Guidance Service. He has been a frequent presenter at Tri- State and at the LEAD Teen Leadership Conference. His most recent camp work is with the Foundation for Jewish Camp. Jeff serves as a mentor to new day camp directors as part of the Incubator Program.

Jeff’s underlying belief in the significance of camp for children, youth, and staff inspires him to do whatever he can to enhance the world of children’s summer camp. His hope is that each camper and staff member can enjoy, celebrate, and discover who they are supposed to be.
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AARON ADAMS, BONSAI SOLAR solaransw@gmail.com

Aaron Adams has more than 15 years of experience in the solar power industry, supporting the successful completion of thousands of solar power installations ranging from large-scale solar fields to commercial and residential rooftop projects. He provides consulting support on over 30MWs of under-performing systems, raising system performance utilizing best practices with out-of-the-box thinking and technical skills.

DAVIN ALLAN, YMCA CAMP ELPHINSTONE davin.allan@gy.ymca.ca

The Outdoor Education Director at YMCA Camp Elphinstone in British Columbia, Davin Allan completed his HBA in Sociology, focusing particularly on gender and youth studies. Having worked at a summer camp for 2SLGBTQ+ and allied youth in Ontario, Davin saw the need for more youth camps to embrace this same sense of inclusion and acceptance to ensure 2SLGBTQ+ campers are being offered a safe, barrier-free, and traditional camp experience. Collaborating with community leaders and 2SLGBTQ+ organizations, and through his own experiences, Davin crafted a set of recommended guidelines and training sessions for the inclusion of 2SLGBTQ+ campers at overnight camp, which he has started to share widely amongst camping professionals.

BETH ALLISON, GO CAMP PRO beth@gocamp.pro

After 42 years in the camp industry, Beth is more passionate than ever about intentional leadership training and building solid, supportive community. After serving as an Executive Director of five summer camps in Ontario, Canada, she created CampHacker with her husband, Travis, became a founding member of GoCampPro, and is now an author, trainer, and one of the hosts of Camp Code, a podcast dedicated to leadership training. Oh, and she’s a sucker for a great acronym.

DONOVAN ANDREWS, CAMP TALL TREE dizzydon13@gmail.com

Donovan is an experienced camp professional who has worked in summer camp programs across the country. He has worked with children with multiple diagnoses (such as autism, sickle cell, and asthma) at camp, and has experience with all age ranges of campers. Donovan has also spent time tutoring middle school children in South Philadelphia. Donovan firmly believes in the power of curiosity and perseverance.

SCOTT ARIZALA, THE CAMP COUNSELOR scott@thecampcounselor.com

Scott is one of the leading experts and trainers on kids, staff, and the experience of summer camp. He is the CEO of The Camp Counselor, a consulting and training company working with hundreds of camps and thousands of staff and administrators across the country and abroad. He is the proud partner of Sanofi Genzyme, delivering the Camp Academy Staff Training Program to camps for kids with bleeding disorders and the Founder and Chairman of Chasing Summer, an organization dedicated to increasing access for people with autism in recreation and education. He is a pioneering faculty member of Expert Online Training, the world’s leader in online training for camp professionals. He is also a regular contributor to ACA’s Camping Magazine and is the author of the bestselling book on summer camp and youth development, S’more Than Camp and contributing editor of Happiness, Diversity & Autism: Practical Strategies for Inclusion.

GILA ASHKENAZY, ASAP-ASSOCIATION FOR SEXUAL ABUSE PREVENTION AND TRAINING gashkenazy@ff-yy.org

Gila Ashkenazy is a Social Worker and acertified Life Coach. In 2016 she joined ASAP’s multidisciplinary team comprised of researchers, mental health care practitioners, educators, and software developers dedicated to identifying unmet needs in the field of child sexual abuse (CSA) and creating innovative, appealing, effective, efficient, scalable, and sustainable solutions. ASAP developed an online training program for summer camp and youth movement counselors, preventing sexual abuse in hundreds of camps throughout North America. ASAP is endorsed by the American Camp Association as part of their recertification platform. ASAP’s learning platform provides a hands-on monitoring system, allowing camp and youth movement managers to be proactive in safeguarding children by training their staff and counselors as early as in their recruitment phase. It is concise, professional, and cost-efficient.

BOBBY AUDLEY, PENNEAU TRAINING GROUP bobby@ryanpenneau.com

Bobby Audley is a nationally recognized team-building and group dynamics facilitator and speaker who is able to bring a group together through his warmth, humility, and tremendous ability to connect to life. After working at Hampton Country Day Camp as a counselor and the Sports and Spirit Day Specialist, Bobby worked in higher education as a Leadership and Orientation Specialist. After his time as an NCACAA lacrosse player, Bobby spent time coaching lacrosse at the NJCAA level and spent 3 years working for Project Ascent, specializing in team development. Bobby spent 3 years as the Founder of Outside the Zone, a leadership speaking company, before joining the Penneau Training Group in 2015. Bobby was twice featured on the Taste Stage of the NJCAA experience blending the skills of a master coach and a world-class leader. Bobby is a speaker who is able to bring a group together through his warmth, humility, and tremendous ability to connect to life.

KIM AYCOCK, CAMP 2 CAMPUS LEARNING SOLUTIONS kimdaycock@gmail.com

Kim Aycock, MST, has more than 30 years of experience blending the skills of a master teacher with the knowledge of a seasoned campus counselor. She trains staff camp at all levels and speaks professionally at national and regional conferences. Kim has the ability to connect with and motivate learners of all ages through her interactive and innovative presentations. Kim also serves as the Co-Chair of ACA’s Project Risk Real and her goal is to support efforts to recruit, hire, and retain staff camp. More information can be found at her website: www.kimaycock.com.

ADAM BAKER, CAMPS EQUINUNK & BLUE RIDGE adam@cecrb.com

Adam Baker, Director of Camps Equinunk & Blue Ridge, began his journey at Equinunk in 1991, spending 14 years as a counselor, camp counselor, and administrator. Adam then worked for 3 years as the Director of a private day camp in East Hampton, NY, before returning to working alongside his family at CECRB in 2007. Completing his BA in Psychology at Tulane University, Adam then attended an Emergency Health Management program at The George Washington University and spent the next 10 years as a volunteer paramedic with East Hampton Ambulance. Adam is deeply committed to professional development within the camp industry and has been on the steering committee of several ACA, NY & NJ conferences as well as currently serving as Co-President of Fish Wayne County Camp Alliance. As a passionate advocate for youth development, Adam is highly engaged volunteer with SCOPE, Experience Camps, and The Zander Fund.

ALEXANDRA BALDWIN, CAMP KESEM alex@kesem.org

Alex has been at Kesem for over 11 years and oversees the risk management and camp operations for over 140 week-long camps serving over 12,000 children. While at Kesem she has served as a Staff Counselor, a Co-Founder of Camp Kesem, and now Assistant Director. Aside from always leading cheers and camp spirit, Alex is the CIT/AIDE Director, oversees the middle school boys program, manages the camp’s social media and staffing, and assists in special events and programming. In addition to Jeff Lake Camp, Adam is the Youth Engagement Coordinator at Temple Share Tefilo-Israel in South Orange, NJ, overseeing all 8th-12th grade teen programming.

RACHEL BAYAR, T&M PROTECTION rbayar@tmprotection.com

Rachel Bayar is a Managing Director at T&M Protection in their sexual misconduct consulting and investigations division. Rachel consults on policies and procedures and creating safe spaces; conducts investigations into historical abuse allegations, sexual harassment and boundary violations; and conducts training across the country for schools, camps, synagogues, churches, media companies, financial institutions, youth organizations, and non-profits on sexual harassment, preventing child abuse, boundaries, consent, and many other related topics. She is a former sex crime and child abuse prosecutor from the Bronx DA’s office, where for many years she prosecuted hundreds of crimes, including high-profile rape cases in New York City. Rachel served as the recipient of the Jewish Weeks’s 36 Under 36 and is a phi beta kappa graduate of Rutgers University and Seton Hall University School of Law.

VANESSA BENNETT, DYNAMO WORKSHOPS + TRAINING (AN ARM OF DYNAMO GIRL) vannetta@solutionsinc.com

Vanessa Kroll Bennett was inspired to start Dynamo Girl when she noticed the lack of opportunities for her daughter to play sports in the joyful, encouraging way she likes to learn. Vanessa created the program for her and all the girls who want the opportunity to be...
physically active in a supportive environment. Through the work at Dynamo Girl, Vanessa saw a need for both parents and educators to learn about the necessity of supporting the full child in sports classes and beyond, which was the beginning of Dynamo Workshops + Training. Vanessa went to Camp Walden, an all-girls camp in New Hampshire, to articulate her vision. In 1997, she founded Camp Androscogggin, and her daughter, who spends her summers at Camp Walden.

SILVIO BERLFEIN, NEW JERSEY Y CAMPS
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Silvio Berlfein is an educator and entertainer from Argentina with a degree in Phys. Ed and Recreation. His latest title is Group Engagement Specialist. For the past 24 years, Silvio has been the Program Director for the NJY Camps. During the summer, he leads programs for both campers and staff. In addition, Sara is the Classroom Teacher for the special education classes and provides support to their families. Outside of summer camp, Silvio runs other engagement programs for corporations and consulting firms. He has worked with Microsoft, Cisco, GM, and HP in South America, the US, and Europe. He also gives training sessions for teachers at schools and JCCs, and after-school and day camp staff. He specializes in getting people out of their comfort zone in non-threatening ways.

SARA BERLIN SCHREURS, CAMPS AIRY AND LOUISE
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Sara Berlin Schreurs teaches for Baltimore County Public Schools in Maryland, with a concentration in the field of autism. She has taught both inclusion and self-contained classes, as well as served as a mentor teacher for new special educators and low-performing tenured teachers. In addition, Sara is the Inclusion Coordinator and Senior Camp Division Head for Camp Louise. Camp Louise is a Jewish residential camp for girls entering 2nd–12th grade located in Cascade, MD.

DINEKE BERNIER, 829 STUDIOS
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As the Director of Client Relations, Dineke successfully partners with clients to bring their ideas and projects to life. From concept to launch, she serves as a primary client liaison for project-based accounts, working closely to understand organization goals, define solutions, and ensure the overall success of a project. Dineke is fascinated with how new technology changes the way we communicate and how that adaptation factors into how consumers relate to—and interact with—brands online. Dineke holds a Master’s degree with a focus in Integrated Marketing from Drury University.

WILLIAM BETTMANN, CAMP REGIS APPLEJACK
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Bill Bettmann has 15 years of experience as a leader focused on outdoor education. He is in his second year as the Director of the Adirondacks summer camp, and also oversees the Applejack program. In addition to his duties at Camp Regis, Bill attended as a child and where his mother worked when she was a teenager. Prior to that, Will was in reverse chronological order: an intern principal at a dual-language immersion public school in Chapel Hill, NC (2017–18), the Founder and Director of an outdoor-focused pre-school (2013–17), and the Director for Wellspring New York, a weight-loss summer camp, also in the Adirondacks (2005–12). He has a Master’s in School Administration from UNC-Chapel Hill and a JD from North Carolina Central University. He loves teaching kids in the outdoors and creating outdoor adventures with his own 4 children.

JON BISSET, RIVER VALLEY RANCH
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Jon is the President of Peter and John Ministries (PJM), and Executive Director of River Valley Ranch (RVR). He earned a BA in History and Sociology from Towson University in 1992. Jon received his MA in Communications from Wheaton College, Wheaton, IL in 1994. After graduation, Jon worked for Outreach Ministries in Wheaton for 3 years doing community organizing in low-income neighborhoods outside Chicago. He returned to Maryland in 1997 to become Director of RVR. He served for 10 years on the Maryland State Board of the Fellowship of Christian Athletes, and is currently a member of the Board of Directors of the Fellowship of Christian Athletes National Board. "RVR has this leadership potential that many children in our community aren't getting. This is your opportunity to help make the world a better place!"

LAURA BLAISDELL, MAINE AAP, CAMP WINNEBAGO
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Dr. Blaisdell is a board-certified pediatrician, researcher, and advocate. She received a BA from Carleton College in Northfield, MN, a medical doctorate and public health degree (MD/MPH) at the University of Minnesota, and completed a residency in pediatrics at Maine Medical Center. She currently serves as the Vice President of the Maine AAP and Medical Director at Caritas Maine. In addition to community pediatrics, Dr. Blaisdell has published research on vaccine hesitation. She has extensive experience in public health approaches to vaccine refusal, including assisting in the passage of legislation to support vaccine rates in school. In addition to her clinical and research activities, Dr. Blaisdell is an Assistant Professor at Tufts University School of Medicine, served as Chief of Pediatrics at InterMed, and is serving as a Trustee to Mercy Hospital in Portland. She resides in South Portland and Fayette, Maine where she lives with her 2 sons and husband.

DIANA BLOOM, TOTALLY ACCOUNTABLE
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Productivity and Efficiency Coach Diana Bloom travels internationally teaching take-away actionable strategies to help clients achieve results and efficiency in all areas of an organization. Diana’s past 10 summers have been spent at URJ Camp Coleman in Cleveland, GA, as Head Counselor. Participants around the globe have gained knowledge and tools during her session that have enabled them to immediately implement permanent changes in their professional and personal lives. Her techniques are presented in a manner that can be quickly understood with measurable results. Diana’s humorous, straightforward training style has assisted thousands of people achieve more with less stress. Her workshops and executive coaching engage, improve project management, strengthen communication, and eliminate mistakes while creating a Totally Accountable camp culture.

SAM BLOOM, BETH T'FILAH CAMPS
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Sam Bloom is the Director of Beth T’Filoah Day Camps in Reisterstown, MD, and he has been part of resident and day camping for 31 years. Sam’s camping experience also includes 26 years at the Jewish Community Center of Greater Pittsburgh and Director of Emma Kaufmann Camp and Noar & Bogrím Travel Day Camp for 20 years, 3 years as Director at Herzi Camp in Minneapolis, MN, and 1 year as Director of the JCC of Greater Palm Beaches Day Camp. Additionally, Sam was the Director of Sports and Recreation and Director of Maccabi Programming at the JCC of Greater Pittsburgh for 10 years. Sam is a father of 2 teenage girls, and he and his wife, Vanessa, have 2,500 participants over the past 10 years at the Tri-State Camp Conference, ACA Keystone Regional and ACA Mid-Atlantic Camp conferences, and the Foundation for Jewish Camp conferences. Additionally, Sam is Executive Director of BLOOMing Strategies, which specializes in crisis management and team training, for teams, winning with Millennials and GenZs, creating inspiration, and Creating Team!

GERALD BOLDEN, WONDEES EARLY LEARNING & EXTENDED DAY (SUMMER CAMP)
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Gerald is a seasoned camp and school age professional, who for the past 14 years has been the President, including Program Director, Curriculum and Instructional Specialist, Camp Coordinator and Extended Day Auxiliary Program Manager. Gerald’s 25 years of experience have been enriched by his connections with made, families, and staff and strengthened by effective communication and team training. These characteristics are the foundation of his training philosophy.

JENNIFER BOMBARDIER, TRAIL BLAZERS
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Jennifer Bombardier has a passion for environmental stewardship and youth development. Her work as Trail Blazers’ Director of Programs, allows her to combine the two interests to create awesome youth-centered programs for hundreds of children each year. She has been a pre-school teacher and an educator for multiple environmental education organizations in Virginia as well as the Brooklyn Botanic Garden in New York City. She holds a BA in Integrative Studies with a concentration in Elementary Education from George Mason University and an MA in Environmental Conservation Education from New York University. When she is not busy leading her staff to greatness—and sometimes when she is—you can find her navigating the streets of Brooklyn by bicycle.

AMANDA BORBEE, KIDS IN THE GAME
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Amanda Borbee is an Assistant Director at one of Kids in the Game’s (KING) 5 New York City camp locations. Part of KING’s programming and evaluation team, she works to develop camp themes, events, and activities that enhance the camp experience for youth. With a background in physical education and sport-based youth development, she believes in the power of sport to create positive change in youth and communities. Amanda was a top presenter at the NAA National Convention in 2018 and 2019. A presenter at last year’s Tri-State, Amanda is looking forward to returning in 2020.

MIMI BOUBLIK, PARENTS AGAINST VAPING (PAVES)
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Mimi Boublik has been a volunteer with PAVes since last 2018. She is acting Director of Education and has been conducting parent education as well as working with community to ban flavored tobacco products. In the past, Mimi has worked as a management consultant, helping companies on corporate strategy and communications challenges in the public policy realm. She has a BA from Cornell University and an MBA from Columbia, and lives in New York with her family, including 3 children.
JEFF BOWMAN, CAMPBRAIN
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Jeff is in his 10th year with CampBrain. Jeff worked for 10 years at Camp Robin Hood in Toronto prior to joining the team at CampBrain. Jeff has worked a number of different hats at CampBrain—starting in tech-support, working in online registration, providing training, and now working in a business development role.

KASEY BOZEMAN, UNIVERSITY OF GEORGIA COOPERATIVE EXTENSION
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Kasey Bozeman is an Extension 4-H Specialist. She earned a master’s degree in Environmental Education and is currently earning a doctorate degree in Curriculum Studies. She’s presented her work at numerous camping and youth development conferences across the nation, including ACA, the National 4-H Agents Association Conference, and the National Youth-at-Risk Conference. Her favorite learning environments are outdoors, engaging, and fun. Her favorite camp food is s’mores.

BROOKE BRADLEY, QUINIPET CAMP AND RETREAT CENTER
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Brooke Bradley has been involved with ACA Standards for over 30 years. Her camp experiences have taken her from Tennessee and throughout New York. Brooke’s best ideas have come from the many visits that she has been a part of, and she has brought them to her work with both private and agency camps. Brooke can’t wait to help camps and visitors to continue to develop!

LAUREN BRANDT SCHLOSS, USDAN SUMMER CAMP FOR THE ARTS
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Lauren Brandt Schloss joined Usdan Summer Camp for the Arts in 2015. With her appointment, she became Usdan’s third leader in a half century and the first woman to hold the position. Bringing more than 20 years of experience in arts education from the Queens Museum, MoMA, and the Peggy Guggenheim Collection to Usdan, she is committed to ensuring that Usdan is at the forefront of educational and artistic practices. She earned a BA in Art History from Princeton University and an MA in Arts Administration from Columbia University.

MICHAEL BRANDOEWIN, MICHAELBRANDOEWIN.COM
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Staff trainer, educator, author, and frequent keynote presenter Michael Brandowin has presented in every one of the 50 US states and on 6 of the 7 continents. He wrote and presented 3 Emmy award-winning television programs on communicating with young people. His newest 2020 book is The Intentional Camp. Michael is the number 1 best-selling author of camp staff training and supervision books, including Growing Great Qualities in Kids: The L.A.S.E.R.B.E.A.M. Technique for Bringing Out the Best in Young People, developing Terrific Staff (volumes 1 & 2), Skill of the Day: What Great Leaders of Young People Do & Say, Super Staff SuperVision, and Learning Leadership: How to Develop Outstanding Teen Leadership Programs at Camp. Michael was the winner of the 2017 Tri-State Award. That same year, Michael was the keynote speaker at the global International Camp Conference held in Russia for 1,250 persons from 30 countries. He has served on the National Board of Directors of ACA and has received 2 national honors from ACA for his training of directors and staff throughout the world. Michael does staff training for individual camps and is a frequent national and state keynote at conferences for youth development organizations, school and youth professionals, and others. His Juris Doctor degree is from the University of Chicago. Michael lives in the Chicago area with his wife, Donna, and they have 2 boys, Dave and Ben, who are both educators.

ROBIN BRENNE HETTRICK, CAMP RIVERBEND
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Robin Brenne Hettrick was too young to be a camper when Camp Riverbend opened, so she toddled around camp with her babysitter. Robin graduated from the University of Delaware with a degree in Physical Therapy. She worked as a physical therapist full-time for 6 years and then came back to camp. Robin has been the Waterfront Director since the early 1990s. Both her daughters worked at camp and got married, too. During the off-season, she spends time in Florida playing golf and, of course, swimming! Continuing a tradition started by her father, Robin does cartwheels every Friday afternoon to mark the successful completion of another week at camp.

SCOTT BRODY, CAMPS KENWOOD AND EVERGREEN
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Scott Brody is the Owner and Director of Camps Kenwood and Evergreen and the Founder of Everwood Day Camp. He also serves as the National President of the ACA and is deeply involved in ACA’s public policy work. He is an emerging expert on the teaching of non-cognitive 21st-century skills at camp. Scott has spoken extensively about the camp experience to audiences of camp professionals, grant makers, CEOs, leading educators, and government decision makers.

JAMES BROOKER, CITY OF PHILADELPHIA
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James Brooker has been part of the camp community in different capacities for over 8 years. In his current job, he works with children in the child welfare system in Philadelphia. James is a Temple University alumnus. His love for camp has a special place in his heart that can never be taken away. James’s favorite thing about camp is knowing that no matter the location, you can always create the magic.

PHIL BROWN, HIGH 5 ADVENTURE LEARNING CENTER
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Phil joined the High 5 team in May 2015 having previously worked in Adventure and Outdoor education for 7 years. Originally from England, Phil moved to the United States in 2008 to work at the New York YMCA camp, first as a camp counselor, then an Outdoor Educator, and finally as the Challenge Course Coordinator. His experience in the realms of Summer Camp, Outdoor Education, and Physical Education gives him an invaluable perspective when working with a large percentage of High 5’s clientele. Phil brings high energy and devotion to the adventure field, and has presented at the NEYCC, ACA New England, ACCT, Northeast and International AEE, BOOST, several regional Physical Education conferences, and at the High 5 Symposium. He is also one of the co-authors of the book Tinkering: Building Purposeful Experiences from Classic Adventure Activities and the producer/host of “High 5 Adventure - The Podcast.”

LAURIE BROUNME, AMERICAN CAMP ASSOCIATION, INC.
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Laurie Brounme, PhD, is the Director of Research at ACA. She specializes in ACA’s Youth Outcomes Battery and supporting camps in their research and evaluation efforts. Prior to joining ACA, Laurie was an assistant professor in the Department of Recreation, Hospitality, and Parks Management at California State University-Chico. Laurie received her PhD from the University of Utah, where she studied Youth Development and Research Methods.

JED BUCK, ROZ AND JED TRAINING & CONSULTING
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Along with his wife, Roz, Jed was the Owner/Director of Meadowbrook Day Camp in New Jersey from 2004–16. Jed has a successful 20-year career in business prior to leaving to work full-time in the camp industry. His diverse experience includes Brand Management at Procter & Gamble, sales and marketing positions at the ABC Radio Networks, and various positions during 11 years with New York City-based AmericaMedia, a Network Broadcasting company. Jed is a past Tri-State Conference Chair, and in 2016, Roz and Jed were honored as joint recipients of the prestigious American Camp Association Thelma Hurwitz Leadership Award.

ROZ BUCK, ROZ AND JED TRAINING & CONSULTING
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Roz is an accomplished leader in the camp industry and a proven expert in camp culture, staff training, leadership development, employee engagement, program design and execution, and coaching. From 2004–16, she and her husband, Jed, were the Owners/Directors of Meadowbrook Day Camp in New Jersey. After retiring from full-time camp ownership, they launched Roz and Jed Training & Consulting to help camps, recreation departments, and other small businesses make a difference. Together, they have presented at dozens of conferences across the country and trained thousands of camp staff. She is a past SCOPE Dinner Chair and is a Co-Founder of the ACA, NY & NJ’s Women in Camp affinity group. In 2016, Roz and Jed were honored as joint recipients of the prestigious American Camp Association Thelma Hurwitz Leadership Award.

ROBERT BUDAH, PARK SHORE EXTREME SCIENCE KIDS
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Bob Budah has been a day camp Owner/Director for over 50 years. He was the first camp director to become a Disney graduate in 1991 and has given sessions on quality service. Bob is a current member of the ACA, and has held the positions of President of LICAPS, Tri-State Hospitality Chair, Tri-State Day Camp program chair, and Morry Stein Conference program chair. His passion for creating and innovating new programs has helped him to create Extreme Steam Science Kids, which has been very successful for the past 11 years. He has been contacted by numerous facilities that are looking to introduce STEAM education to enhance their programs.

RACHEL BUSMAN, THE CHILD MIND INSTITUTE
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Rachel Busman, PsyD, ABPP, is the Senior Director of the Anxiety Disorders Center and Director of the Selective Mutism Service at the Child Mind Institute. Dr. Busman is President of the Selective Mutism Association, the nation’s largest network of professionals, families, and individuals with selective mutism. Dr. Busman has expansive experience evaluating
and treating children and teens with anxiety disorders. She also has specific interest and expertise in the evaluation and treatment of obsessive-compulsive disorder, separation anxiety disorder, social anxiety disorder, and specific phobias. She has presented nationally on a variety of topics and has contributed to several parenting blogs, including Savvy Auntie.

**JIM CAIN, TEAMWORK & TEAMPLAY**

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Teambuilding Guru Dr. Jim Cain is the author of 20 books, filled with team and community building activities from around the world. His staff training programs are legendary, and his work has taken him to all 50 states and 36 countries (so far).

**ANA CASTRO, THE HANDWORK STUDIO**

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Ana first joined The Handwork Studio in 2015 after graduating with her BFA in Fiber Arts. She left briefly to pursue an opportunity to manage a gallery in New York City and rejoined The Handwork Studio in 2018. Since Ana’s return, she has been a key figure in managing The Handwork Studio’s flagship location in Narberth, PA. Ana also brings her formal experience in craft and fibers to teach, train, and provide exceptional customer service to campers and families.

**SAMANTHA CHAUVEAU, HEARTLAND PAYMENT SYSTEMS**

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Camp runs in the bloodline for Samantha Chauveau. She followed in the footsteps of her parents, Phyllis and Michael Chauveau, who met each other at Pine Forest Camp. Samantha’s first camp experience was at Camp Harlam in the Poconos of Pennsylvania, where she was a camper and eventually became a counselor. Samantha was an elite rower in high school and college, and competed in the 2005 Maccabi Games in Israel, bringing home 2 gold medals and 1 silver medal for Team USA. In 2008 she moved to North Carolina, and for the past 8 years has specialized in helping business owners and corporations to minimize their risk exposure and stay compliant when it comes to all matters HR and payroll. In her free time, you can find Samantha on the water in her boat or playing with her dog, Sabra.

**MAX CLAMAN, OASIS DAY CAMPS**

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Max has been working in the camp world for 12 years now, having held leadership roles at both day and residential camps, for both private and nonprofit organizations. Max has 2 degrees from Ohio State University, where he also worked in the Department of Athletics in multiple capacities. A former Camp Director, Max has served as a trainer, facilitator, and speaker, having spoken at camps and conferences since 2014, in addition to serving on multiple committees for the ACA, NY & NJ. Max currently serves as the Director of Development for Oasis Day Camps, managing multiple camps throughout the greater New York City area.

**ALLISON COHEN, ORANGE DOOR STRATEGIES**

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Orange Door Strategies is a branding and marketing agency that works with ambitious small businesses, nonprofits, and overnight and day camps who are eager to build magnetic brands. Orange Door serves a diverse group of clients—from established organizations looking to evolve, to innovative entrepreneurs launching the next generation of beloved brands. Think of them as your part-time CMO. After 7 years running the marketing department at Foundation for Jewish Camp and 20 years at Newsweek, SmartMoney and other national publications, Allison Cohen was looking to do the parts of her job that she loved and leave the rest behind. Her passion is to create new ways for your brand to stand out, help you think differently about growing your business, and build bold brands. Allison has an affinity for meaningful work and a desire to help people think and dream big. When she isn’t tinkering with beautiful language or choosing perfect color palettes, you can find her attempting to keep up with her only on a ski slope, hunting down a great sample sale, or baking something delicious (and yes, she brings goodies to in-person meetings!).

**BRIAN “BUBBA” COHEN, IROQUOIS SPRINGS**

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Brian “Bubba” Cohen is currently the Associate Director at Iroquois Springs, a coed residential camp located in New York, as well as the Conference and Retreat Director. Iroquois Springs operates as a conference and retreat center seasonally from May–October and attracts a vast number of groups from different market segments each season. Bubba has volunteered as part of the Tri-State Steering Committee, Operations Chair, and Exhibitor Logistics Committee, and is an ACA, NY & NJ Standards Visitor.

**RALPH COLEMAN, COLEMAN COUNTRY DAY CAMP**

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Ross Coleman is the Director of Coleman Country Day Camp. He is a past President of the New York State Summer Camp Association, a SCOPE Board Member, and an advocate for the camp experience.

**STEPHANIE “RUBY” COMPTON, RUBY OUTDOORS**

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Ruby Compton’s experience in the outdoor industry includes work with residential, day, private, and nonprofit camps as well as school-year environmental and experiential education programs. She also volunteers as an Accreditation Visitor and Standards Instructor. Ruby supports camps during the school year by co-hosting the podcast “Camp Code”—a free podcast that offers best practices for creating and delivering intentional staff training. She also serves as the Masterclass Provost for Go Camp Pro, coordinating and teaching online classes offered to camp professionals around the world on a variety of topics applicable to the camp industry. She is a member of the planning team of the Women in Camp Summit and is a believer that camp can be a brave space for all.

**ALAN COOPER, AMSKIER INSURANCE**

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Alan Cooper has been providing legal advice to camps and travel programs throughout North America for over 20 years. Known to many as The Camp Lawyer, he has been certified by the Ohio State Bar as a Notary Public, and is certified by the State of Ohio as an Expert Witness. Alan is a frequent speaker at camps and conferences around the country. He is a member of the American Bar Association’s Business Law Section and the National Business Law Section. Alan is a co-founder of Cooper & Sharpe, a full-service law firm with offices in New York City and Los Angeles.

**DIANE CULKIN, BUREAU OF EDUCATIONAL AND CULTURAL AFFAIRS, US DEPT OF STATE**

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Diane Culkin is the Division Chief of Private Sector Programs in the Office of Designation within the Bureau of Educational and Cultural Affairs (ECA) at the US Department of State. Her division’s portfolio focuses on programs in the private sector: high school, intern, trainee, au pair, teacher, alien physician, summer work travel, and camp counselor. She has worked with the Exchange Visitor Program for over 15 years. Prior to joining the department, Diane worked at the Health Resources and Services Administration as a manager for the National Health Service Corps’ Ambassador Program, which includes over 2,000 volunteers who promote healthcare for underserved communities throughout the US. During her tenure at HRSA, Diane also worked as a recruiter for the National Health Service Corps, mobilizing students, physicians, nurses, and dentists to work in underserved areas. She also served in the Navy as a lieutenant during Operation Desert Storm and Desert Shield.

**MICHELLE CUMMINGS, TRAINING WHEELS**

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Michelle Cummings MS is the Big Wheel and Founder of Training Wheels, a known leader in the Team Development industry. She is an accomplished author and sought-after speaker and consultant on leadership, teambuilding, and experiential learning. Michelle has created a wide variety of facilitation, debriefing, and teambuilding activities that have collectively changed the way trainers and educators work. Michelle has delivered innovative staff training and team building programs for hundreds of camps and nonprofit organizations. Michelle works with professional associations, corporations, universities, and nonprofit organizations throughout the world. Michelle is also a member of the National Camp Association’s Commission of Experience with camps: She went to 15 different camps as a child, has worked full-time for several camps, is now a service provider to the camping industry, and is a parent of 2 campers who attend multiple camps.

**JEFF DALY, INTERNATIONAL EXCHANGE OF NORTH AMERICA (IENA)**

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Jeff Daly is an owner and Director of IENA, a world leader in cultural exchange established in 1995. He has spent the past 31 years in the camping industry as a camper, Counselor, and Camp Director. Jeff is an established trainer and speaker, having presented and worked with young people and the world through camping. Jeff has previously worked as Director of Camping Services with the Frost Valley YMCA. In addition, Jeff volunteered internationally, working with at-risk youth in Africa through Global Camps Africa. Jeff lives with his wife and two children in Stroudsburg, PA.

**CANDACE DOBY, CANDACE DOBY, LLC**

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Candace Doby is an acclaimed speaker who is obsessed with courage. She uniquely combines a decade of research on courage with her experiences leading marketing teams at global brands and traveling the world solo. She delights in teaching youth (and caring adults) how to manage fear and risks by focusing on internal tools of courage. Candace has worked with several universities, such as the University of North Carolina at Chapel Hill and SUNY Plattsburgh. She has also worked with organizations such as the American Camp Association, Association for International Educators, and the YMCA. Candace received B and MA
degrees in Journalism and Mass Communication from UNC Chapel Hill. When she’s not speaking or traveling, she designs her line of Pep Talker greeting cards.

**COREY DOCKSWELL, CAMP WICOSUTA**

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Corey Dockswell has been a Co-Director of Camp Wicosuta since 2006 and has continued the close, family atmosphere that has been a Wico tradition since 1920. Corey attended sleepaway camps from the age of 8 and spent many summers thereafter as a camper, counselor, and leader in camping. Corey received her BA in Sociology from Emory University and a Master’s in Social Work from New York University. Corey is an active member of the American Camp Association and the New Hampshire Camp Director’s Association. In addition, Corey enjoys being involved with Project Morry and SCOPE.

**MARY PAT DRADDY, DYNAMO WORKSHOPS + TRAINING (AN ARM OF DYNALOGO GIRL)**
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Mary Pat Draddy, LMSW is the Programming Director of Pocono Springs Camp. She joined Dynamo Girl 4 years ago to help develop Social Emotional Learning content for the Dynamo Girl sports classes. Two years ago, Vanessa and Mary Pat formed Dynamo Training + Workshops, delivering workshops for parents, kids, and educators on the many elements of puberty, SEL in classes (both sports classes and beyond for all kids), and training coaches on how to get kids past out of their kids while addressing both the physical and emotional needs of children. Mary Pat lives in New York City with her husband, 2 kids, and 2 dogs.

**LISA DRENNAN, MERGE DIVERSE ABILITIES INCLUSION CONSULTING**
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Lisa has a long career supporting individuals with disabilities to be active and engaged within their community. Starting as a Direct Support Staff at New England Village, a residential community for persons with developmental disabilities, she climbed the ranks and was named the Director of the Sollor Wellness Center, a first-of-its-kind facility offering aquatics, fitness, art, and music specifically designed to meet the needs of persons with diverse abilities. As the Director of Inclusion for her local YMCA, she created an array of programming and a fully inclusive model at 3 Day Camp sites. She was appointed Chair of a Diverse Abilities Resource Group for the Y-USA, providing support and relocation to YMCA staff nationally. At her company, MERGE, Lisa teaches the community how to become more inclusive in their practices by providing comprehensive consultation and training to recreation, camp, and sport program providers to help them meet their inclusion goals.

**NATASHA DRESNER, JCAMP 180, A PROGRAM OF THE HAROLD GRINSPOON FOUNDATION**
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Natasha has more than 20 years of organizational development experience with a BA in Management and an MBA. She came to the US in 2001 from Kiev, Ukraine, where she co-founded a reform synagogue, worked closely with camps, and spent 5 years at the American Jewish Joint Distribution Committee heading the finance department and consulting to their beneficiary organizations. In New York City, Natasha ventured into the for-profit consulting world and took the Executive Director position with the Knesset Israel synagogue. In 2005, she joined the Harold Grinspoon Foundation’s JCamp 180 Program—a capacity-building partner to more than 120 North American day/overnight camps—supporting a diverse array of camp clients through coaching and training, strategic planning, governance, and fundraising services. She runs LEAP a term for camp board presidents and vice presidents. She is a BoardSource Certified Governance Trainer, and a frequent presenter, speaker, and facilitator.

**ZACH EIBENBRODT, FROST VALLEY YMCA**

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Zach Eibenbrot has been a Camp Director at Frost Valley YMCA for nearly 20 years, starting as the Adventure Director and recently transitioning to his new role as the Director of Camping Services. He has focused on creating programming that makes the outdoors more accessible. In addition to his work as a Camp Director, Zach is a volunteer with the American Camp Association, visiting camps, setting in New Jersey. Cathi has been a facilitator of family therapy and couples groups for Memorial Sloan Kettering Cancer Department of Psychiatry. The primary focus of Cathi’s work with camps is to assist children and staff in supporting the social/emotional development of campers as well as to offer immediate consultation to staff, families, and management.

**RACHEL FENDELL SATINSKY, LITTLETHERAPY MENDENHALL, PC**
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Rachel Fendell Satinsky dedicates her practice to employment litigation and counseling. She proactively advises clients on employment issues, including hiring and recruiting, leaves of absence, accommodations, harassment, internal investigations, and contingent workers. Rachel partners with clients to draft policies, procedures, and processes that are tailored to their business needs and workforce. She regularly advises and represents companies in matters involving the enforcement of restrictive covenants, including covenants not to compete and not to solicit. She also has extensive experience drafting restrictive covenants. Her litigation and counseling experience includes representing a range of clients, from Fortune 50 companies to small start-ups. Rachel has a particular focus on representing the camping industry. As a life-long camper, she has unique insight and the understanding necessary to represent and provide guidance to camps of all kinds.

**Kris Fiore, UNIRONDACK**
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Kris has been working at Unirondack for 12 years and facilitating trainings and workshops around gender and sexuality for nearly 20 years. Kris prides himself on his willingness to engage in difficult conversations around race, gender, sexuality, and privilege and has been doing so since he was a peer educator in high school.

**CATHI FISCHER, AMSKIER INSURANCE**
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Cathi Fischer, LCSW, is a well-respected family therapist who works with children, adolescents, and their families in a variety of settings throughout the tri-state area. Cathi is a clinical camp consultant and has her own clinical practice. Cathi also works in the public school setting in New Jersey. Cathi has been a facilitator of family therapy and couples groups for Memorial Sloan Kettering Cancer Department of Psychiatry. The primary focus of Cathi’s work with camps is to assist children and staff in supporting the social/emotional development of campers as well as to offer immediate consultation to staff, families, and management.

**DAVID FLEISCHNER, CAMP SCATICO**
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A third-generation Director at Scatico, David Fleischner was also the Boys Head Counselor from 1981–2015. David has served as President of the New York State Camp Directors Association, Board President of Surprise Lake Camp, and as a Board Member of the American Camp Association, New York and New Jersey. During the school year, he has volunteered as a coach of youth basketball and softball teams. He has written articles on homesickness and counselors for the New York Times and Camping Magazine.

**NICKI FLEISCHNER, CAMP SCATICO**
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Nicki Fleischner is an Assistant Director at Camp Scatico, where she has spent her summers since her first year as a camper in 1997. She also heads the CIT training program, which incorporates a unique 1-week service trip to run a day camp for underserved children in the Dominican Republic. Nicki has a BA from Tufts University.
EVA FURY, STAR TRACK
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Eva Fury is the Social Design Specialist at STAR TRACK, an adolescent health program at the University of Maryland School of Medicine. Eva is acting Co-Chair of the Baltimore Homeless Youth Initiative and a member of the Baltimore LGBTQ Youth Prom committee. Eva has 5 years of experience educating professionals on the needs and challenges of serving youth and young people struggling with housing. Eva is passionate about social justice, youth empowerment, emotional intelligence, and team building. They use justice frameworks and design strategies to pull apart problems and imagine possibilities. Eva is an educational consultant with The Venture Out Project. Eva holds a BA in Studio Art from Bard College and an MA in Social Design from Maryland Institute College of Art. She hails from Seattle, WA.

MILES GAMBLED, NYC DEPARTMENT OF SMALL BUSINESS SERVICES
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Miles Elijah Yawada Gamble is an urbanist and social entrepreneur dedicated to promoting compliance and policy-creation for Federal provisions in New York City. With a Master’s in Urban Studies, Miles has worked to implement or sustain programs and organizations dedicated to helping the historically disadvantaged. As a social media personality, he has worked with Black Entertainment Television on a national campaign to raise awareness of police violence and mass incarceration. As an amateur documentarian, he has created films aimed at identifying social issues in urban spaces. In 2018 his documentary on street art in East Harlem titled “Crack Memorial!” was on-view at the McClung Museum for Natural History and Culture in Knoxville, TN.

Additionally, Miles has presented at numerous conferences and chaired a panel on gentrification at the Popular Culture/Américan Culture Association Annual Conference in 2015. Over the last decade, Miles has participated in several public service initiatives, ranging from food insecurity, homelessness, and employment access for the formerly incarcerated. Miles proudly serves on the Housing and Land-Use Committee of Manhattan’s Community Board 9 and lives in Washington Heights, NY.

DARA GARCIA, SPRING LAKE DAY CAMP
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Dara Garcia is the Assistant Director at Spring Lake Day Camp. She is a camper through and through, beginning with her first-day camping experience in Southern California as a 5-year old, to the present in Ringwood, NJ. In 2005 she worked as a Program Administrator in Junior Camp, quickly becoming a Division Leader, and then the Director of Junior Camp, which she had happily overseen for 8 years. During a 3-year hiatus, she supervised the Camp, Family, and Youth Services Department of a tri-state YM-YWHA during the school year and its day camp in the summer, which gave her great administrative experience, reinforcing her strong leadership and communication skills. Dara holds a Bachelor’s degree in Sociology and a Master’s degree in Social Studies Education from Queens College. Working in the education field since 1993, she has taught elementary through high school at local public and private schools. Dara hopes to one day visit all 47 national parks in the lower 48 with her husband and 2 daughters. Wish her luck!”

TRACEY GASLIN, ASSOCIATION OF CAMP NURSING
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A professor and dual certified nurse practitioner in pediatrics and adolescents, Dr. Gaslin completed her PhD in Educational and Organizational Leadership and taught for 10 years specializing in camp nursing, service leadership, and hematology. Dr. Gaslin works as a camp consultant and legal consultant, and publishes the majority of her work in the areas of bleeding disorders, camp nursing, and leadership. Dr. Gaslin served as the Medical Director at a special needs camp for 6 years. She currently serves as a Hemophilia Nurse Practitioner and the Executive Director for the Association of Camp Nursing, where she travels to different areas of the US and Canada educating healthcare providers about camp health.

JARED GELB, CAMP RAMAQUOIS
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Jared Gelb has worked at Camp Ramaquois, a premier day camp in the New York City northern suburbs, for the past 33 summers, where he started as a counselor and has moved up to his current responsibilities. He is now a Director of the camp. Previously, Jared had year-round responsibilities as the Personnel Director, and during the summer months, he also served as the Director of the Boys’ Groups. He also spent 20 years as a high school teacher and department chairperson in social studies. He has spoken for many years at various ACA conferences and has been hired by many camps to conduct staff training and consulting. Jared and Staci, are the proud parents of 3 children.

JONATHAN GELLER, BUCKLEY DAY CAMP
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Jonathan attended both day and residential camps as a child. He learned to be a lifeguard when he was a CIT. Since 2003, Jonathan has been both an Aquatics and Waterfront Director and has implemented and facilitated a variety of programs. He is an Instructor Trainer in both Lifeguarding and Water Safety for the American Red Cross and is entering his fourth summer as Buckley Day Camp’s Aquatics Director. Jonathan is also a math teacher for the Westbury School District, where he has coached his district’s swim team for 7 years, and taught students to be lifeguards. As a WSI, he currently teaches swim lessons to both children and adults. Jonathan is very passionate about his swim program and believes the aquatic program is the most important aspect of any camp. He enjoys seeing campers improve their swimming skills throughout the summer with the help of his aquatic staff.

MARIA GERENA, ASPHALT GREEN
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Born and raised in East Harlem, NYC, Maria Gerena has made giving back to her community by working with youth her life’s work. She carries 15 years of experience, having served as an Assistant Director of Baseball and Softball Programs, before bringing her expertise to serve thousands of youth each year at Asphalt Green. Since 2017, AG has run the Recess Training Program (RTP), designed to provide an opportunity for children to learn and make available to students a variety of active, inclusive games; create and implement a plan that designates activities to available indoor and outdoor spaces; and employ a variety of techniques and strategies to ensure that all recess periods are run efficiently and in a way that creates a positive environment. Since the start of the Recess Training Program, they have served 90 schools, training over 300 school staff throughout the 5 boroughs of New York City. Their work has impacted the nearly 14,000 children who attended the participating schools.

DEBORAH GILBOA, ASKDOCTOR.COM
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Media personality and author of Get the Behavior You Want, Without Being the Parent You Don’t Want, Dr. G provides tips and solutions on the common issues affecting kids in today’s fast-paced world. Using her innate humor, personal parenting challenges, and experiences as a family physician, Dr. G shares doctor-tested and child-approved advice with families so that
sending a kid to camp for the first time can be a great experience for the camper, the parents, and the camp!

ANN GILLARD, THE HOLE IN THE WALL GANG CAMP, SERIOUSFUN CHILDREN’S NETWORK
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Dr. Ann Gillard is the Director of Research and Evaluation for The Hole in the Wall Gang Camp and Research Advisor for the SeriousFun Children’s Network. Ann has over 25 years of experience working with youth in out-of-school-time settings, including as program staff, camp director, and researcher. She volunteered as Program Coordinator at ACA as the Camp Research Forum Coordinator and is a member of the Committee for the Advancement of Research and Evaluation. Ann’s research interests include social justice, youth program evaluation, and medical specialty camps. Ask Ann Gillard about western Massachusetts, whitewater kayaking, or Beyoncé.

DAN GIUDICE, EAST BRUNSWICK RECREATION
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Dan Giudice has been working at the East Brunswick Recreation Department at Camp Chateaugay for the last 10 years as a Camp Coordinator. During the year, he is a health teacher in the East Brunswick School District, where he has enjoyed teaching for the last 13 years. Dan has been organizing team-building training with Todd Lubarsky for the last 10 years and has seen first hand its positive impact.

JOSHUA GLEIS, GLEIS SECURITY CONSULTING
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Dr. Joshua Gleis is Founder and President of Gleis Security Consulting, LLC. He has served as a consultant to over 200 nonprofit institutions, including dozens of summer camps, schools, community centers, and houses of worship, providing them with security training, design, and procedures. Joshua uses his unique background and expertise as a threat and intelligence analyst to better protect his clients by studying previous attacks, law enforcement response, and what we can learn from these incidents. He has trained thousands on situational awareness, emergency response, and operational procedures. These trainings have included numerous FEMA and DHS grant-funded programs. An author and analyst, Joshua received his PhD and Master’s in International Relations from the Fletcher School of Law & Diplomacy at Tufts University and also has a BA in Near Eastern Studies from Cornell University. He has held positions at Harvard University, NYPD Counter-Terrorism Bureau, and Columbia University.

PETER GOLDBERG, WOODMONT DAY CAMP
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Peter is a graduate of William Paterson University with a degree in Business Management. He continued at Montclair State to earn a Master’s in Education. Peter taught middle school in Fair Lawn, NJ, and was named Teacher of the Year in 2011. Peter has been involved in summer camps since 1997 when he first became a counselor. In 2002 he became a counselor in a teen travel program and later became the director of that program. After traveling for over a decade, Peter left teaching to join the Woodmont Family full-time as their Camp Administrator. For the last 8 years he has worked to expand Woodmont’s year-round team to manage the office, oversee transportation, and coordinate their travel programs.

MITCH GOLDMAN, CAMP CHATEAUGAY
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Mitch Goldman has more than 20 years of experience as a camper, counselor, Unit Leader, Assistant Director, and volunteer at summer camps. He has strong acumen with both camper and parent communication throughout the year and has highly effective conflict resolution, leadership, and strategic planning skills. Mitch is a highly effective communicator with over 2 decades of refined people skills in a variety of management positions in both the children’s camping and entertainment industries. He thrives on being able to contribute his wealth of experience with every organization he touches.

CHERYL GOLDSTEIN, CAMPFIRE CREATIVE MARKETING
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Cheryl Goldstein, Founder and Creative Director for Campfire Creative Marketing, is an accomplished marketer with a proven record of delivering on clients’ goals. She has turned her professional focus to promoting the camp industry in a way that combines her passions for life-long friendships, storytelling, and entrepreneurship. Cheryl started her career in television, ultimately winning 3 Emmys and one Promax Medalion Award for her innovation and creativity. Most recently, Cheryl led broadcast stations for USA Networks, Inc. After leaving broadcasting, she broadened her work in marketing and advertising for her first business, Insane Creative. The company grew to encompass a diverse group of clients such as Ticketmaster, Discovery Channel, Miami Heat, JC Penney, and the American Federation of Musicians writer-producer, and project manager, her vision brings together multiple marketing elements and unending resources to deliver results.

EMILY GOLINKSY, CAMP STARFISH
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Emily’s sessions have been described in many ways, but her students consider them “tremendously helpful,” “definitely not the same-old-same-old,” “fun and informative,” and “not to be missed—a reason to come to the conference! She has spent 14 years as the Executive Director of Camp Starfish (a nonprofit for youth with emotional, behavioral, social, and learning difficulties). Emily works with camps, educators, mental health professionals, and families nationwide, helping design group and individualized participation strategies that enable success across the spectrum of behaviors from “challenging” to “crisis.” Her undergrad work was in Pharmacy and Health Psychology followed by a Master’s in Science in Camp Administration and Leadership. She sits on the NH Camps Board of Directors and volunteers with ACA New England on the Conference and Fund Development committees, as a Standards Visitor, and as faculty for the New Camp Directors’ Workshop. She is an avid collector of terribly awesome puns.

GALE GORKE, KIDS KAN INC.
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Gale has been a public school educator for nearly 40 years, teaching at both the elementary and secondary levels. She currently is the Executive Director of Kids Kan Inc., an organization that specializes in staff development, activity selection, and program implementation. Gale has served as an adjunct professor in the School of Education for both La Sierra University and Chapman University. Her EdD in Curriculum and Instruction was heavily focused on academic intervention in after school programs and her EdS is in School Psychology. She effectively models teaching that accommodates all students’ ability levels and reflects a keen awareness of adolescent development and brain-based learning principles. Her enthusiasm is contagious! Gale believes that the best way to learn is through play, and the way you show up for the game is the way you show up for life.

CATHERINE GRACE, RELEVANT STRATEGIES & SOLUTIONS
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Catherine Grace is responsible for the oversight of administrative, financial, and operational resources throughout RS&S. She also helps clients develop comprehensive strategic plans that effectively position organizations to achieve their mission-related goals. With unflappable poise, sound judgment, and the ability to make order of chaos with apparent ease, Catherine applies her skills as a strategic thinker and creative problem solver to both RS&S and to her clients in her role as Director of Operations. Catherine untangles complexities, helping to define key issues, assess potential solutions, and determine the next steps with a quiet confidence that speaks to her wealth of experience with every organization she touches.

GRACE HANSEN, HIGH MEADOWS
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Gracie Hansen has been at High Meadows Camp since the age of 8, Homegrown though CIT and Leadership programs, 16 years at camp have given her the opportunity to focus on values and cultural development while continuing to grow her definition and understanding of camp. As an ACA Visitor since 2015 and a member of the Southeastern
Standards Committee, she has a love of camp and standards that carries into every part of her life. Her involvement as a leader in the Regional Burning Man community has allowed her to explore the intersection of cultural and developmental needs while implementing structural changes that cross over into the camp world in surprising ways. Camp is where she learned to be her best self, and she truly believes in the power it has to make a lasting positive impact on the world.

**DAYNA HARDIN, CAMPGROUP AND LAKE OF THE WOODS CAMP**

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Dayna began her camp journey at Lake of the Woods Camp in 1979. She worked her way up to counselor and Assistant Director before becoming Owner/Director in 1997. Years later she opened a 2-week-only camp on the property next door and now serves 1,275 campers each summer. Last fall, Dayna became Director Emeritus for her camps. Dayna is also the President of CampGroup. In her role, she consults, supports, and guides directors and camp staff across the company. She is very involved in the camp industry. She is the past President of the Midwest Association of Independent Camps (MAIC) and past Vice President of the American Camp Association’s (ACA) National Board. Dayna is the Co-Founder and Vice President of the Midwest Association of Independent Summer Opportunities Program Education, a charity that provides scholarships to underserved children to attend nonprofit camps. She is a speaker at camp conferences across the country on topics ranging from leadership, homesickness, trends in camping, youth development, and more.

**JEN HARGRAVE, THE FRESH AIR FUND**
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Jen is a life-long crafter—her main hobbies include scrapbooking and knitting, but she has gone through many craft life stages, including stenciling, stained glass, and embroidery. During her 10 years at a Michigan Giant Scout camp, she was the craft specialist for many years officially, and then in a mentor role. Since then she has done activities with kids and families at 3 different outdoor education centers. She currently works for the Fresh Air Fund’s Sharpe Reservation in New York. Her current job doesn’t focus on crafts, but she fits them in when she can. Jen has offered craft programs at the ACA New England conference for over 10 years as well as several years at Tri-State.

**BETTINA HARRIMAN, REPURPOSEU**
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A master in the art of mischief who learned early on that identity is an invention as big as your imagination can stretch. For B, this practice began in kindergarten when B decided that they wanted to be a werewolf when they grew up. B was born and raised in Miami then grew up in New Orleans before pursuing a Master of Fine Arts in New York City, where B currently resides. Whether it’s in schools, work, or life, B makes adventure wherever they go and believes that the rules are worth breaking, especially when it comes to becoming yourself. As Co-Founder and Chief Creative Director at RepurposeU, B gets to blur the boundaries between immersive experience, art installation, self-discovery, and interactive storytelling to create experiences where people can imagine themselves in new ways and practice genuine connection in real life. B thinks this is pretty awesome. 😊

**JAMES HART, CAMP MOWGLIS**

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James Hart is Development & Alumni Relations Director and Assistant Summer Director at Camp Mowglis in Hebron, NH. After spending summers at Mowglis as a camper, James returned as a riferuty instructor in 2014. His passion for competitive shooting arose during his time in the US Army as a Combat Engineer and Unit Armorer. Two years later, wanting to deepen the bond between Mowglis men, James took on the role of Director of Men’s and Women’s Relations. Since then, he has dramatically grown the Annual Giving and Major Gifts programs. He also serves as an Assistant Director of the camp’s summer team. Outside of his summers at Mowglis, James teaches Political Science at the University of New Haven as an adjunct professor. He holds a BA in Political Science and an M$ in Education.

**JACLYN HARTE, REPURPOSEU**

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Dr. Hart’s life changed the day she bought a copy of her first Murakami book. After reading it she felt that not only was imagination possible, it was critical. She began to get some sense of what could she do if she walked out of the library? She rethought her assets: she’d grown up in between a run-down apartment block and a junkyard. Both were places she’d spent years at, reading and inventing stories. All the while she was collecting transformations: whether it was new treasure in her middle school or stories where people made her feel like her own possibilities were bigger than she knew. She realized she could use her education to help others. So far this has included creating innovative programs and connecting over $14 million in funds to charitable causes. As Co-Founder and Chief Solution Seeker at RepurposeU, she now gets to create new solutions to help people who feel different feel possible.

**HALLIE HERZ, THE VENTURE OUT PROJECT**
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Hallie Herz is a middle school teacher and wilderness trip leader based in Baltimore, MD. She teaches social studies at the Park School of Baltimore, along with serving as the middle school Diversity, Equity, and Inclusion (DEI) liaison and advising the LGBTQ+ Affinity Group. When she’s not teaching, Hallie is an instructor and trip leader at The Venture Out Project, where she leads paddling and hiking trips for the Baltimore Community. Hallie has also spent more than 20 summers at camp, as a camper, counselor, Canoe Trip Leader, and Wilderness Director at Camp Wanapitei in Temagami, Ontario.

**KRISTINA HILL, APPEL FARM ARTS AND MUSIC CENTER/APPEL FARM ARTS CAMP**

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Kristina holds a BA in Speech-Language Pathology/Audiology and Special Education from Marymount Manhattan College. A lifelong visual and performing artist, Kristina began her career in education as a speech therapist for children with autism, where she was able to further develop her love of the arts by utilizing an arts-integrated approach to traditional therapy. For almost 20 years, Kristina has developed and implemented arts-integrated educational programs for several public schools and community centers for underserved populations in the tri-state area. She is also the Founder of Creative and Curious, an early childhood music education program with an emphasis on social-emotional learning. Kristina joined the summer leadership team at Appel Farm Arts Camp in 2017 as the Head of Visual Arts and was brought on as the Arts Integration and Steam Education Director at Appel Farm Arts and Music Campus in 2019.

**JOSH HOLLAND, CAMP COBBOSEES**
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Josh Holland is the Owner/Co-Director of Waterfront Leadership School (WLS) and the Director of Camp Cobbossee for Boys. During his 3 decades in camping, Josh has developed a framework for leadership in a waterfront context that helps summer camps improve safety systems, instruction, staff motivation, and program development. A former teacher at the university and high school levels, as well as a swimming and soccer coach, Josh’s theories of leadership develop directly from his many seasons in camping, in the classroom, and on the sports field. Josh holds a PhD in American Studies from the University of Texas, an MA in Literature from Washington State, and a BA in English from Willamette University. When he’s not in Maine running Cobbossee, he’s dodging traffic on his bike in Brooklyn, NY.

**SHANNON HOWARD, WILDLIFE CONSERVATION SOCIETY - CENTRAL PARK ZOO**

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Shannon Howard is the Assistant Manager of Education at the Central Park Zoo, overseeing the day to day programming for learners of all ages. During the summer, she serves as the Director of the Central Park Zoo Camp. Since completing her MS in Environmental Science, Shannon worked at a national environmental education facilities around the country. She is passionate about designing and facilitating experiences that connect learners to the natural world in engaging ways.

**TRAVIS ICCES, CAMP KESEM**

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Travis is the Manager of Policy and Compliance with Camp Kesem. He brings over 5 years of experience in human services into his role with Camp Kesem, with a focus on de-escalation and safe management of escalated emotions and crisis situations. Travis currently manages all policy violations and compliance-related concerns for their more than 5,000 nationwide volunteers.

**KJ JACKSON, SPIRIT PRIDE PROJECT**

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KJ Jackson, MSW, is, by day, a youth therapist in community mental health organizations serving King County in Washington State. By night for the past decade, KJ has directed Spirit Pride Project, an LGBTQ+ youth organization hosting an annual summer camp-style weekend retreat in Texas. KJ has worked at camps around the country since 2001.

**MICHAEL JAMES, OFFICE OF PROGRAM ADMINISTRATION, US DEPT OF STATE**

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Michael James has worked on J-1 visa programs since joining the Department of State’s Office of Exchange Coordination and Compliance in 2008. In 2014, he joined Ida’s SHFT team in the new Office of Private Sector Exchange Administration (OPA). Despite having only a fraction of her energy, he took over as Branch Chief when Ida retired in 2017. He has enjoyed interviewing hundreds of exchange visitors while conducting field site reviews each year since 2012. Michael started working for the Department of State in 2003. The language he’s mastered in this field includes Russian and Spanish. In his time at the Foreign Service Institute after completing an MA in International Development at the University of Denver’s Joseph Korbel School of International Studies, Michael’s family hosted short-term high school students when he was a teenager. As a college student, Michael spent a semester studying in Moscow, Russia, and a summer on a work and travel program in Melbourne,
Australia. When not nerding out over data at work, he enjoys nerding out over data at home with his wife, a Census Bureau statistician, and playing with his dog.

**JEFFREY JUBELIER, BELLEVUE COMMUNICATIONS**
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Jeff Jubelier is an AMSkier Partner who specializes in public relations and media support. Along with being a former camper and camp counselor, Jeff comes to AMSkier with over 20 years of professional experience and serves as a camp public relations expert to help with media, parents, and virtually any kind of communication needed.

**PAUL KATZ, PAUL KATZ CONSULTING**
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With nearly 40 years of camp, nonprofit, and consulting experience, Paul brings the insight from camp operations, nonprofit management and professional experience. He received under-graduate and graduate degrees in operations research and industrial engineering from Cornell University. As Associate Director, Matt’s interests includes all waterfront programs including boating, inflatables, swimming, and water ski. Loren spends his winters in Tenafly, NJ, with his beautiful wife, Jill, 3 children, and 5 grandchildren.

**LAURA KRIEGEL, CAMP STOMPING GROUND**
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After graduating from the SUNY Purchase with a degree in Fine Arts, Laura packed up her bags and hit the road with Jack Schott. What they thought would be a month-long road trip turned into 3 years of living from the road, researching summer camps and learning spaces. They made incredible friends, learned more than they could imagine, and found a talent for speaking and sharing ideas. After years on the road, Jack and Laura founded and now run Stomping Ground. Laura is currently working on her Master’s of Social Work from Columbia University, in an effort to build more equity into the fabric of the organization.

**BRUCE LANSER, NATIONAL JEWISH HEALTH**
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Bruce J. Lancer, MD, is an Assistant Professor in the Division of Allergy and Clinical Immunology, Department of Pediatrics, at National Jewish Health (NJJ) and the University of Colorado School of Medicine. Dr. Lancer is currently completing coursework to obtain a Master’s Degree in Public Health (MPH) from the University of Colorado School of Public Health. At National Jewish Health, Dr. Lancer is the Director of the Pediatric Food Allergy Program. He is a co-investigator for the NIH/NAID-sponsored Consortium on Food Allergy Research. He is also the PI for several industry-sponsored peanut immunotherapy studies. Dr. Lancer’s clinical interests include food allergy and FPIES. He works closely with schools to help them manage food allergies. Dr. Lancer also serves as the Associate Director of the Pediatric Allergy and Immunology Fellowship Training Program.

**JEFFREY LEINHARDT, EVOLUTION MENTORING INTERNATIONAL**
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Jeffrey Leinhardt, MA is the CEO of Evolution Mentoring International. He is a recognized thought leader in the field of doing transformative work with adolescents, and helping others develop programs to do exceptional work with them. He has worked with over 50,000 youths, parents, and professionals in 18 countries, including over 300 summer camps on 4 continents. He is a published author, TED presenter, and high demand keynote speaker, trainer, consultant, and mentor. Expect thought-provoking, practical information presented with charisma, authenticity, and heart.

**JOHN LEINHARDT, WOLFDOODS**
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John Leinhardt has been developing and teaching hospitality for over 25 years. His methods of recruiting, onboarding, and training culinary staff with numerous hotel and restaurant chains motivated him to create an online training platform called SOURCESPOON. “Understanding the true message of hospitality along with the desire to learn and be accountable are the key traits when hiring for any food and beverage driven concept,” says Leinhardt. He has been involved with major companies such as MGM, Noble House, Starbucks, and California Pizza Kitchen, and has consulted with several Michelin Star restaurants. Since 2013, John has focused his experience and knowledge in turning around summer camp kitchens by acknowledging the importance of training and developing kitchen and dining room support staff. Originally from Manchester, England, and father of 2 adorable children, John resides in Mclean, VA, and has a passion for soccer, sailing, and sleep.

**CIARA LEPANTO, CAMP KESEM**
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As Training Manager, Ciara oversees the development of systems, teaching methods, and curriculum designed to educate thousands of college students and leaders, and ensure absorption and understanding of key information. She works to ensure the training Kesem delivers is comprehensive, relevant, and consistently implemented. A long-time camp enthusiast, Ciara was drawn to the professional camp world because of the profound sense of community and an appreciation for the simple art of play.
Jill approaches every project with positive energy and is working with youth as a summer counselor at Frost Valley YMCA. Immediately following graduation from Montclair State University, Nick set off to Spain to hike the 500-mile ancient pilgrimage trail, El Camino de Santiago. Nick is now a licensed counselor in New Jersey, of over 20,000 members, as the Director of Youth Development. In this role, he designed, developed, and implemented day camp and teen programs. Currently back at Frost Valley YMCA, Nick is the Director of Camp Wayawanda.

Todd Lubarsky, East Brunswick Recreation
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Todd Lubarsky has been one of the camp coordinators at the East Brunswick Recreation Day Camp and is a physical education teacher in East Brunswick School District for the last 17 years. Todd has been organizing team-building training sessions for our camp at orientations as well as conducting individual and group assessments, truly believing in the power of team building and the positive effect it has on an individual, a staff, and an entire camp.

Jill MacAuley, Relevant Strategies & Solutions
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Jill MacAuley joined RS&S with a drive to inspire her clients to embrace the planning process as a unique and valuable opportunity to create a future that lifts their mission, inspires the future, and fuels a spirit of discovery and engagement. Jill’s consulting experience ranges from strategic and organizational planning to development counsel and capital campaign studies for a wide range of organizations, including zoological, cultural, education, social service, community service, and conservation. Her primary area of expertise is working with organizations to develop comprehensive and vibrant strategic plans that leverage each client’s core mission and vision while offering creative, business, organizational, and operational strategies to ensure long-term viability and sustainability. Known for her astute judgment, dynamic personality, and sharp assessment skills, Jill deftly facilitates holistic planning processes that enhance programs, build constituencies, increase funding sources, maximize revenue streams, and ensure optimum efficiency of operations. She quickly and effectively immerses herself in an organization’s culture, establishes trusted partnerships, and successfully engages key stakeholders in deeply critical, analytical, and thoughtful conversations. Jill approaches every project with positive energy and a commitment to developing long-term client relationships; she has a genuine passion for helping clients experience ongoing success and ultimately achieve their goals. Prior to joining RS&S, Jill was an Associate Director of Strategic, Business, & Organizational Consulting at Schultz & Williams. She was also a development officer at Loyola University Maryland and was an associate at Barton Cotton, a direct marketing agency. She holds both Master’s and Bachelor’s degrees in Psychology from Loyola University Maryland, where she is an active alumni supporter. Jill is a competitive equestrian, and her husband, Doug, and daughter, Josie.

Chris Mackay, Wildlife Conservation Society - Bronx Zoo
cmckay@wcs.org
Christopher Mackay is the Program Coordinator of Education at the Bronx Zoo in the Bronx, NY. After graduating with a BS in Environmental Forest Biology, Chris joined the zoo in 2004 and has been involved in science education programs there ever since. After achieving his MS in Secondary Science Education, Chris became the Director of Bronx Zoo Camp Programming, where he strives to provide all camp participants with a fun and exciting experience that teaches campers about wildlife conservation!

Stephen Maguire, Go Turnstone
goturnstone@gmail.com
Steve Maguire is a professional speaker and trainer for lots of schools and camps. His work is fun, engaging, and educational.

Dave Malter, Professor, Dave Camp
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Dave “Professor Dave” Malter, is the Director of the Gratz College Masters in Camp Administration and Leadership program and a frequent speaker at camp conferences around the United States. Dave has been involved with camps and youth development for over 30 years as a camper, counselor, administrator, teacher, and consultant. Dave grew up at Camp Discovery in New York, enjoying 8 summers as a camper and 7 summers working with special needs campers. He went on to become the “Director of Fun!” at Meadowbrook Country Day Camp and joined the American Camp Association, NY & NJ office working on educational initiatives. When he graduated from his Tri-State position, Dave joined Pine Grove Day Camp in New Jersey as the Assistant Director for 5 years. In addition to his work with camps, Dave is pursuing a Doctorate of Education as a student at the Jewish Theological Seminary. His passions are deeply rooted in promoting innovative educational content to youth development professionals.

Isaac Mamaysky, Potomac Law Group & Camp Zeke
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Isaac Mamaysky is a partner in Potomac Law Group, where he focuses on the unique legal needs of camps and many other employers. Isaac advises companies on various employment issues, including internal investigations, employment agreements, staff handbooks, separations and severance agreements, and many related matters. He also advises camps on camper challenges, contractual needs, negotiations, state regulations and licensing requirements, mandatory reporting questions, and related litigation. Isaac prides himself on his relationship with clients and especially enjoys serving as outside general counsel to a number of camps and other businesses. In addition to his legal role, Isaac is the Founder and Director of a large overnight camp in Wayne County, PA. As a camp operator, Isaac has firsthand management-side experience with the same issues faced by his clients.

Isaac earned his JD cum laude from the Boston University School of Law and his BA cum laude from the University of Rhode Island Honors Program.

Justin Mayer, Timer Lake West
justin@camplic.com
Justin Mayer is one of the full-time Owners and Directors at Timer Lake West Camp. During the winter months, Justin stays in contact with parents, campers, and returning staff while spending a great deal of time recruiting new campers and families for the following summer. He also facilitates all pre- and post-camp user groups. Justin serves as the President and Board Member of SCOPE (Summer Camp Opportunities Promote Education), an organization that funds “camperships” for children from families unable to attend nonprofit sleep-away camps in the northeast, thus providing the benefits of a safe, well-supervised, and enriching summer camp experience. Justin is an active volunteer for the ACA, NY & NJ.

Steve Mazza, Columbia University Medical Center / TLC Family of Camps
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Steve Mazza, PhD, is a licensed clinical psychologist and faculty member at Columbia University Medical Center, where he works as a camp consultant and staff trainer. As an expert in the behavioral sciences and child anxiety, Dr. Mazza has extensive experience training parents, teachers, and camp counselors on how to work most effectively with children. No stranger to the camp world, Dr. Mazza’s passion for optimizing children’s social, emotional, and behavioral health ignited while working at day camp as a counselor and division leader. Dr. Mazza received his BS in Elementary Education from Skidmore College, his MA in Developmental Psychology from Columbia University, and his PhD in Clinical Psychology from Hofstra University. During the 2022 season, Dr. Mazza trains counselors to employ scientifically validated strategies to promote prosocial, adaptive, and resilient behaviors in campers. Dr. Mazza has appeared on SiriusXM “Doctor Radio” and has written articles published in Camping Magazine.

Molly McCue, Trail Blazers
mmccue@trailblazers.org
Molly McCue fell in love with summer camp when she was 7 years old. She joined Trail Blazers as Director of Programs/Overnight Camp Director in 2014, and is now in her 11th summer working in the summer camp industry. In her current position as Director of Operations, she oversees on-site systems and processes (all that important invisible stuff!) that allow Trail Blazers to put on its amazing outdoor adventure and environmental ed programs. She is also pretty thrilled to be increasing her involvement with ACA through committee involvement and being a camp Visitor. Prior to joining Trail Blazers, Molly obtained a BA from Mount Holyoke College and completed 2 years of service in the Peace Corps (Burkina Faso). Incidentally, this is where she met her spouse. The 2 of them—along with their wildly energetic 4 year old—live and play together in Connecticut.

Jackie McGowan, Camp Highlight
jackie@camphighlight.com
Jackie McGowan, a licensed clinical social worker and long time camp enthusiast, co-created Camp Highlight, a camp for children from LGBTQ+ families. She has been creating programming ideas for her campers that promote being more responsible, more cooperative, and more peaceful. While Camp Highlight is centered on the offspring of LGBTQ families, there is also focus on social justice and creating future leaders who will be more accepting, aware, and generous.
improve the data analytic tools used to identify
specialization in Finance.
an MBA from Rutgers Business School with a
camps for staff development on topics such as
running and managing adult sports leagues.
Mr. Meeske's areas of
education materials. Mr. Meeske's areas of expertise include market and economic research, portfolio operations, database management, and process management. Mr. Meeske completed a summer MBA internship at Quest Diagnostics, where he worked to improve the data analytic tools used to identify national business trends and risks.
CHRISTOPHER MEEKE, CIMA, GERSTEIN
Chris Meeske, CIMA, is a Senior Researcher and Portfolio Strategist at Gerstein Fisher, where he conducts economic and market research and investment strategy commentary as well as investor education materials. Mr. Meeske’s areas of expertise include market and economic research, portfolio operations, database management, and process management. Mr. Meeske completed a summer MBA internship at Quest Diagnostics, where he worked to improve the data analytic tools used to identify national business trends and risks. Mr. Meeske received a BA from University of Chicago and an MBA from Rutgers Business School with a specialization in Finance.
CARLY MELTZER, CAMP WICOSOUTA
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Carly is the Associate Director at Wicosuta, a girls camp in New Hampshire. She received her BA in Sociology and Communications from Tulane University in New Orleans. Carly’s Master’s in Recreation Management from the University of Florida at Gainesville. Before working year-round for Wicosuta, she worked as the Operations Manager at Social Sports Club in New York City, running and managing adult sports leagues.
ELYSE MILLER, BUCKLEY DAY CAMP
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Elyse A. Miller, MA, LCAT, CLAT, ATR-BC, ATCS, BCPC, CLL-E, is the Director of Internship, Practicum, and Assessment in the Department of Counseling and Mental Health Professions at Hofstra University. She is an Adjunct Assistant Professor in the Creative Arts Therapy Counseling program at Hofstra University and has also served as an Adjunct Professor at Bramson ORT College in the Liberal Arts and Business departments. She maintains a private practice, as well as presents within school districts, businesses, and camps on the topic of staff development. She has worked at Sid Jacobson JCC as the Director of Youth Services and Co-Director of Summer Streeters Day Camp. Elyse is part of the leadership team and the Inclusion Director at Buckley Day Camp. She has worked on staff in the Departments of Psychiatry and Psychiatric Rehabilitation in the Northwell Health System. Elyse has published on the topic of Creative Arts Therapy and hope, as well as wrote and published a workbook for those studying for the Art Therapy Boards Exam. Currently she maintains a private practice as well as speaks at schools and camps for staff development on topics such as early intervention, chemical dependency, burn out, bullying, self-care, trauma, child abuse, bereavement, and the autism spectrum.
CHRISTINE MOHLE, CHRISTINE MOHLE, LLC
cmohle@gmail.com
Christine Mohle Crespo is a mental health therapist, children’s yoga teacher, and mental health consultant. Christine is a summer camp “lifer,” having spent over a decade as a camper, staff, and unit leader at Frost Valley YMCA. She has blended her love for camping with her mental health expertise to provide consultation services for camps. She helps organizations to feel confident and informed when addressing the mental health needs of their stakeholders. Christine implements coaching, planning, and professional development to help camps realize their goals related to wellness.
CHRISTINE MONOLEY, THE WINDWARD SCHOOL cm296@tc.edu
With a wealth of experience in sleep away camps and independent schools, Christine Moloney uses her background in psychological counseling, diversity, equity, and inclusion to support camp leaders in building development and difficult conversations. She works with individuals and institutions as a resource, offering practical guidance and support best practices in supporting all people. Christine is able to meet people where they are in their development to be able to aid any community to take a collective step forward towards justice.
AUDREY MONKE, SUNSHINE PARENTING/GOLD ARROW CAMP
audrey@sunsunshine-parenting.com
Audrey Monke, author of Happy Campers: 9 Summer Camp Secrets for Raising Kids Who Become Thriving Adults, is the Owner and Director of Gold Arrow Camp in Lakeshore, CA. She is among the nation’s most well-respected experts on the topics of summer camp and parenting. More than 30 years, Audrey has researched and improved practices at her camp to promote belonging, friendships, and character growth. Her parenting website and parenting book provide strategies for successfully raising children while working at camps. Audrey has a loyal following of like-minded parents and youth development professionals wanting to raise kids who become thriving adults. Audrey is the mother of 5 kids (ages 16 to 26) and lives with her husband, Steve, in Clovis, CA.
GRAHAM MOORE, CAMP WAUKEELA
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Graham Moore is an accomplished, highly acclaimed, and much sought after speaker in the UK and beyond. Starting out his career as a PE teacher, he has gone on to become an innovative and creative educator working with over 400,000 young people worldwide and almost 50,000 adult educators. Graham set up his organization, humanutopia, in 2004, and his 5 teams work in schools in the UK and beyond every day, running the award-winning programs he created. Graham first worked at Trails End Camp, PA, in 1985 and spent 5 very happy years there as a counselor and group leader. More recently he became Staff Director at Camp Waukeela, NH, and next year is his 5th year there. Graham is a breath of fresh air and brings a bright, optimistic approach to his workshops and engaging talks over the past 3 years at Tri-State have inspired many camp professionals to reflect deeply and review their approach to everything they do at camp.
AMY MURPHY, PENNSYLVANIA STATE EXTENSION
doab@psu.edu
Amy found camp in her first year of employment with 4-H and found her passion. She has been involved with 4-H camp for over 25 years, serving as Camp Director for Northwinds 4-H Camp for the past 16 years. She became Staff Director at Camp Waukeela, NH, and next year is his 5th year there. Graham is a breath of fresh air and brings a bright, optimistic approach to his workshops and engaging talks over the past 3 years at Tri-State have inspired many camp professionals to reflect deeply and review their approach to everything they do at camp.
CHRISTINE MOHLE, CHRISTINE MOHLE, LLC
Christine Mohle Crespo is a mental health therapist, children’s yoga teacher, and mental health consultant. Christine is a summer camp “lifer,” having spent over a decade as a camper, staff, and unit leader at Frost Valley YMCA. She has blended her love for camping with her mental health expertise to provide consultation services for camps. She helps organizations to feel confident and informed when addressing the mental health needs of their stakeholders. Christine implements coaching, planning, and professional development to help camps realize their goals related to wellness.
JEFF NISCHWITZ, NISCHWITZ GROUP
jeff@nischwitzgroup.com
Known as a Facilitator of Truth, Snow Globe Shaker, and the Leader of Shift, Jeff Nischwitz is a man on a mission—a mission to help people shift how they lead and thereby shift their leadership impact. As an international leadership, team engagement, and culture speaker, Jeff Nischwitz is known for his unique perspectives, for challenging traditional thinking, and for delivering tangible shifts for leaders to grow their people, build their businesses, and enhance their relationships. Jeff is the author of 3 books including his 2 most recent books: Unmask: Let Go of Who You’re Supposed to Be & Unleash Your True Leader (Motivational Press 2014) and Arrows of Truth: Simple Shifts for Personal Transformation (Eagle Heart Press 2017). Jeff works with a wide range of organizations on growing leaders, building engaged and empowered teams, accountability, and achieving your whole other level of impact and influence.
CAROLINE O’BRIEN, CAMP LOYALTOWN
coo@citizens-inc.org
Caroline O’Brien currently serves as a Behavior Intervention Specialist for Citizens Options Unlimited, Inc.’s, respite program, Camp Loyaltown in Hunter, NY. Caroline graduated from SUNY Geneseo with a Bachelor’s degree in Psychology and Human Development in 2017 and has been working with the intellectually/developmentally disabled population ever since. She is currently working for Crisis Intervention and Prevention-Revised (SCIP-R) instructor, a program that focuses on a proactive and lead restrictive approach to managing challenging behaviors. Caroline has enjoyed her first summer season with Camp Loyaltown and looks forward to many more.
DAN O’NEIL, CONGRESSIONAL SCHOOL
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Dan is the Director of Auxiliary Programs for Congressional School in Falls Church, VA. Prior to his work at Congressional, Dan spent 5 years in the classroom and started his own tour and travel company based out of Washington, DC. Dan has served in a variety of roles on the ACA Virginia Leadership Council and chairs the annual CampCon event each June. This will be Dan’s 16th summer with Congressional and 12th as Director.
BRENT OSBORNE, BERKSHIRE LAKE CAMP
brent@campblueprint.com
Brent is the founding Director of Berkshire Lake Camp, a new, specialty overnight camp in Massachusetts. Previously, Brent supported the startup operations and growth of JCC Maccabi Sports Camp, a sports specialty camp in the San Francisco Bay Area and spent many summers on the leadership teams at Camp Winadu and Camp Ramaquois. Brent is an active volunteer for the American Camp Association, New York & New Jersey, currently serving on the Tri-State and EPIC committees, and is also a member of SCOPE’s Associate Board.
RIEL PEERBOOMS, TRAIL BLAZERS
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Riel Peerbooms was appointed as Trail Blazers’ Executive Director in 2008 and has led the organization through remarkable growth. Prior to Trail Blazers, Riel worked as the Camp and Associate Director at Trade Winds Lake Camp, and worked for over 10 years in New York City high schools, teaching science and counseling students as a social worker and a guidance counselor. Riel holds a BA in Biology and a Bachelor’s Degree from The Teacher’s College of Utrecht, the Netherlands, as well as a MSW from Fordham University, specializing in children and families, and completed a Senior Nonprofit Leader Certificate at the Columbia School of Business.
GoCampPro Network. Andy has 2 children, a musical director, and collaborative and nonverbal communication, intra and interpersonal interaction, until he was convinced to become a camp professional by some of the icons of camping, who became his supporter of Project Morry, SCOPE, and the Jewish Federation of Palm Beach County. He has helped raise over $135 million. His passion is to do important things with good people that make a difference. He graduated cum laude from the University of Pittsburgh with an MSW focused on community organizing/development; He has a trademark British sense of humor and his not-so-secret passion is football—the real one! He is married to Karen (they met at camp), and they have 2 children.

HAPPY PRICE, EYE TO EYE NOW!
chacehappi@yahoo.com

Happi Price is an energetic and motivating teacher, coauthor of a solid 20-year history in the Visual and Performing Arts. Happi’s work involves partnering with administration, teachers, and students, achieving practical strategies in a multi-faceted educational experience through performance art. This experience includes improvisation techniques, character development, verbal and nonverbal communication, intra and interpersonal interaction, and collaborative social-emotional learning.

ANDY PRITIKIN, LIBERTY LAKE DAY CAMP
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Andy is the Founder and Director of Liberty Lake Day Camp in New Jersey, and a founding partner of Everwood Day Camp in Massachusetts. In the 1990s, Andy was a music teacher by day and musician by night, until he was convinced to become a camp professional by some of the icons of camping, who became his mentors. A long time Board Member of ACA, NY & NJ, Andy has served as Board President, Professional Development Chair, and Tri-State CAMP Program and Conference Chair. Andy is a Founder and former President of the New Jersey Camp Government Affairs Project; Founder and Producer of the New Jersey Renaissance Faire; consultant for the Foundation of Jewish Camps, a Board Member of his local chamber of commerce; an active supporter of Project Morry, SCOPE, and the Leukemia & Lymphoma Society; and Founder of the Liberty Lake Foundation. He is also the host of the “Day Camp Podcast” on the GoCampPro Network. Andy has 2 children, a wonderful wife, and a strong team at LLDC that allows him to do it all.

ANURAG PURWAR, STONY BROOK UNIVERSITY
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Anurag Purwar is a mechanical engineering professor at Stony Brook University. He is a world-class inventor who invented the Snappy XO robot, which is being used in the United States, China, and India to help children learn how to design and innovate. His Snappy XO robotics kit includes mechanical and electrical engineering, and was designed to work with students in grades K—university. He has won numerous awards for his work and currently has been awarded grants from the National Science Foundation.

CHRISTOPHER QUINN, KIDS AFTER HOURS clarkquinn7@gmail.com

Chris Quinn is the 2020 American Camp Association (ACA) Chesapeake keynote speaker. He has been working in the childcare industry since 2003 and has been a Director at Kids After Hours for the last 10 years. He currently directs Kids After Hours’ largest after-school center and facilitates staff trainings. In 24 years of the『The Quinns』 International Semi-Final Contest in Vancouver and currently works with childcare and camp programs to develop leadership among staff.

JANN REISSMAN, CAMP RAMAQUOIS
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Jann Reissman began her camping career at the age of 4, and her many years as a camper and eventually became a Group Leader and then a founding partner of Everwood Day Camp in Massachusetts. After that he started attending La Llanada in 1997, he had one of his major challenges going to camp as a camper. His philosophy: create fun challenges and learning.

LUIS RIVERO, LA LLANADA INTERNATIONAL
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All the way from Venezuela, Luis Rivero (a.k.a. River) lives for the purpose of expanding his perspective and bringing people around him. From a very young age as a cub scout he acquired a passion for learning new skills—from carpentry to basic computing, anything of practical or creative value. At the age of 9, he had one of his major challenges going abroad to a residential summer camp in the Adirondacks for the first time. He was instantly hooked, realizing that challenges, while uncomfortable at times, speed up growth and learning. After that he started attending La Llanada in Venezuela, where he soon after became a counselor, an activity leader, coordinator, and is now the current Staff and Program Director. His philosophy: create fun challenges and provide support, and growth is guaranteed. River holds a degree in Psychology, a college diploma in Camp Direction from ASOVCAMP, has attended ICF’s ICDC, and spoken at 2017’s International Camping Congress in Russia.

TODD ROBBINS, NORTH SHORE DAY CAMP
todd@campflc.com

No stranger to the TLC Family of Camps, Todd started as a camper at Tyler Hill in 1999, and eventually became a Group Leader and then Assistant Food Service Director. He has a degree in Hospitality and has experience in hotel, event management, and food service. As Director of Facilities and Grounds and with his involvement in programing, events and staffing, Todd brings high energy, spirit, and a youthful perspective to all his endeavors.

EDNA ROQUEZ, WILDLIFE CONSERVATION SOCIETY – NY AQUARIUM
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Edna Roquez is a Coordinator for Children and Family Programs at the New York Aquarium. She has been with the Wildlife Conservation Society since she was a teenager; from a volunteer in the Education Department and the education department, to a camp counselor and teaching fellow at both the Bronx Zoo and Queens Zoo. She is fascinated with all wildlife, but sharks are her favorite animals of all time! Suba diving around the world is her #1 hobby.

GARY ROSS, IROQUOIS SPRINGS CAMP
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Gary Ross is the US Program Coordinator at Iroquois Springs, where he has worked since coming to the USA as part of the Camp America program in 2001, first as a counselor and eventually as a Group Leader. In 2014, he joined the team full-time. Gary has also been an ACA Standards Visitor since 2006. He has been part of several committees, including the EPIC committee and Tri-State Program committee.

MICHELLE RUFRANO, COLUMBIA MAILMAN SCHOOL OF PUBLIC HEALTH
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Michelle Rufrano was most recently employed as a Program Director for Project Morry/ Morry’s Camp. Michelle worked specifically with juniors and seniors in high school, cultivating their interests and skills to help them transition from high school to college and/or a variety of career paths. She continues to work with a local non-profit in the Sociology and Anthropology Department. She is a social work who specializes in public art. This teaches her how to embed a social justice agenda in her work in order to bring attention to systemic injustices. Michelle currently attends the Columbia University Mailman School of Public Health where she is pursuing a Master’s of Public Health in Sociomedical Sciences.

JASON SAMUEL, DAY CAMPS@TIE J
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Like many camp professionals, Jason wears many hats: Founding Director of Day Camps@The J, camp consultant, husband, and father. He got his start working at camp as a sailing instructor and hasn’t looked back since. He has worked his way up to a director, running some of the most well-respected day and resident camps in the country. Jason’s journey started with a quick career stop in media before becoming a camp professional, which has led to him through working at private and nonprofit camps in New York, New Jersey, Connecticut, and Massachusetts. Jason has a deep passion for camp and takes great pride in answering the “what do you do the rest of the year” question. As a volunteer within the ACA, he is a Standards Visitor, a past Board Member, and is currently the Exhibit Operations Chair for the Tri-State Camp Conference. When Jason is not singing “Boom Chicka Boom” at camp, he can be found sailing, and will stop everything for a good chocolate chip cookie.

LONNIE SARNELL, LONNIE SARNELL, PSY.D. LLC, TYLER HILL CAMP
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Lonnie Sarnell, PsyD, is a Licensed Psychologist who provides clinical and sport psychology services for children, adolescents, and adults at her private practice in Millburn, NJ. Dr. Sarnell offers individual therapy for a wide range of concerns, including mood disorders, eating disorders, life transitions, and relationship difficulties, with particular specializations in peak performance and anxiety management. Dr. Sarnell provides presentations and consultation to camps and schools related to mental health, performance enhancement, leadership, anxiety, college transitions setting, motivation, mindfulness, camp culture, and a variety of other topics. Dr. Sarnell received her PsyD in Clinical Psychology from La Salle University after earning her BA in Psychology at Yale University. Dr. Sarnell has spent 17 summers working at Tyler Hill Camp in various roles, including Lacrosse Director, Athletic Director, Division Leader, and her current position as the Girls’ Head Counselor.
ERIC SASSON, CAMP AKEELA
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Eric Sasson has over 35 years of camp experience, with more than 20 of those as a full-time camp professional. He and his wife, Debbie, are the founders of Camp Akeela, an empowering community for “quirk” kids who thrive in a traditional camp setting with extra support in the social area. Akeela now operates in Vermont as well as on a college campus in Wisconsin, where it also offers Beyond Akeela, its college readiness program. Eric earned a BA in Math from Haverford College and a Master’s in Education from Harvard University. He lives outside Philadelphia with Debbie and their 2 daughters.

GREGG SCHARRAGA, CHARTWELL LAW
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Gregg Scharraga is a Partner with Chartwell Law, a law firm that offers services in dozens of practice areas, including workers compensation; insurance coverage counseling and litigation; professional liability; and sports, recreation, and leisure. Gregg has extensive experience in the camp industry as well as in the legal issues that may arise within the camping industry. He handles personal injury lawsuits on behalf of summer camps and their insurers.

ILANA SCHLAM, MJCCA DAY CAMPS
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Ilana began her professional camping journey at the Metairie JCC (in Louisiana) as the Assistant Day Camp Director. Ilana’s tenure was cut short due to Hurricane Katrina, but it brought her to Atlanta, where she began working as the Assistant Camp Director for Camp Judea in Hendersonville, NC. She helped to successfully run Camp Judea from 2005–2009. Ilana then joined the Marcus Jewish Community Center of Atlanta, where she directed Bar & Sanford Orkin Camp Chai for 2 summers, and is now the Director of Theme Camps at the MJCCA. Ilana and her husband, Jonathan, live in Dunwoody, GA, and have 2 children, Payton and Hunter.

JACK SCHOTT, CAMP STOMPING GROUND
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Jack struggles with rules, sitting still, and following directions. Constantly searching for new ideas and unwilling to accept the status quo, he teamed up with Laura Knegel to found Camping Coast to Coast in 2012. With an eye for adventure and searching for what made summer camp special, they spent 2 years visiting over 200 camps and 47 states, writing, presenting, and documenting along the way. With just enough understanding to be dangerous, they founded Camp Stomping Ground in 2015. With no outside funding, Jack and his team have grown Stomping Ground from a single 1-week session in 2015 to 6 weeks and over 700 campers in 2019. Stomping Ground has built a reputation as one of the most innovative and disruptive camps in the country, challenging conventional wisdom on what is possible through program design, staff recruiting, and creating inclusive environments.

CALEB SEGUIN, UNIONDONCACK
Caleb@uniondoncack.org

Caleb has been working in the professional camp world for 7 years and has been doing social justice work for more than a decade. He is inspired by Camp Akeela’s youth and constantly motivated to find ways to make them feel good and welcomed.

RONI SELIG, PARENTS AGAINST VAPING E-CIGARETTES (PAVE)
roniparentsagainstvaping.org

Roni Selig is the Executive Director of PAVE, Parents Against Vaping E-Cigarettes, a 501(c) (4) organization that educates and informs on the dangers of flavored e-cigarettes amongst youth. This is a fast-growing public health emergency. Her work as Executive Director includes building the national grassroots advocacy platform, advocating legislative and regulatory change, expansion of the education platform, fundraising, building more social media awareness, and raising the organization’s profile through media and its partner coalitions. Roni is an Emmy, Peabody and DuPont award-winning, multi-platform media executive who has created innovative content for CNN, ABC, and syndication. She served as the Executive Producer for CNN’s Chief Medical Correspondent, Dr. Sanjay Gupta, and as the Senior Executive Producer and Director for the CNN Health & Wellness Medical Unit, she covered for Dr. Gupta and Senior Medical Correspondent Elizabeth Cohen.

AARON SELKOW, CAMP HARLAM, A URJ CAM
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Aaron Selkow is a nonprofit leader, devoted camp and youth advocate, and educator that currently serves as the Executive Director of URJ Camp Harlam in Pennsylvania. His expertise as a professional, executive, and expert on MESH (Mental Emotional Social Health) at camps has afforded him the opportunity to learn from groundbreakers to partner and consult with top organizations, and to mentor exceptional talent.

JOEL SHAPIRO, CAMP RAMAQOUIS
joel@ramaqouis.com

In 1947, at the age of 5 years old, Joel’s parents sent him to day camp for the first time. He never looked back! Joel completed his 72nd summer at a day camp. His camp journey has taken him from camper to camp Director, and now currently the Director of Specialties (and Specialists) at Camp Ramaqouis, one of the premier day camps in the United States. In the off season, Joel taught health and physical education in New York City public schools for 33 years, retiring in 1995 to devote full time to camp.

ANTHONY SHERR, SHER R LAW GROUP
thscher@scherlawgroup.com

Over his 35-year legal career, Tony Sherr has litigated hundreds of cases on behalf of public entities and campers, covering sensitive issues, including child abuse, discrimination, wrongful termination, personal injury, and public accommodation. He is currently General Counsel to several camps in Pennsylvania and Maine. He is the founding partner of Sherr Law Group, LLP; and is active in the community effort to revitalize Norristown, PA. Tony is a frequent lecturer to camper and camp owners and has written a series of blogs focused on the legal issues camp owners and directors face. Tony’s experience working with camps includes assessing liability risks, third party releases, insurance reviews, crisis management consulting, employment issues, Wage Act review, and training on sexual harassment, social media, and clearances and certifications. You can reach Tony at tsherr@sherrlawgroup. com or 484-591-3001.

DANIEL SHORE, I’M SHORE RESEARCH & CONSULTING
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Daniel Shore is a researcher and consultant with an MA (and about to finish his PhD) in workforce psychology. He conducts research across numerous settings, from cybersecurity teams to summer camps, and turns data into action by (1) facilitating training experiences, (2) conducting feedback and surveys, and (3) creating professional development and training curricula. In the camp world, Daniel combines his 10 summers of experience as a staff member, Unit Supervisor, and Director of Staff and Leadership Development with his research expertise to help camps strategically train to enhance their staff experience. Daniel is always looking to work with camp leaders who believe what he believes: To have a great camp with happy campers, you need happy counselors.

NATALIE SILVERSTEIN, SIMPLE ACTS GUIDE: THE BUSY FAMILY’S GUIDE TO GIVING BACK
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Natalie Silverstein, MPH, is the author of Simple Acts: The Busy Family’s Guide to Giving Back (Graydon House, 2019), which was named one of the Top 10 Books Parents Who Want To Raise Kind Kids by HuffPost. She is the New York Coordinator of Doing Good Together, a national program dedicated to helping parents raise children who care and contribute. In this role, she curates a listing of family-friendly volunteer opportunities in the New York region. She is a passionate advocate of family and youth service, and is a frequent writer, speaker and consultant on the subject. Her parenting essays have appeared on GrowAndFlow and RedTricycle, and she was previously a blogger for MommyPoppins, specializing in posts related to family service. Along with her husband, she is the Co-Founder of The Silverstein Foundation for Parkinson’s with GBA. She holds a Master’s in Public Health from Yale University. Natalie lives in New York City with her husband and 3 children.

CARRIE SIROTA, CAMP JACKE & PRIVATE PRACTICE
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Carrie Sirota holds a Master’s degree in Social Work from McGill University (Montreal, Canada), as well as a Graduate Degree in Bereavement where she continues to teach in the School of Social Work. As a licensed psychotherapist, Corrie maintains a private practice specializing in loss and bereavement, stress management, and relationship issues. She is the author of Someone Died...Now What: A Personal and Professional Perspective on Coping with Grief and Loss. Corrie is the Clinical Director of Camp Jackie – a free weekend-long bereavement camp for children ages 6-17. Most recently, Corrie delivered a TEDx talk in Laval, QC entitled “Loss and Found: How to Create New Normals After Someone You Love Dies.” She is also a well-known guest speaker having presented both locally and nationally and continues to develop and facilitate psycho-social prevention and intervention workshops for schools, camp staff, community agencies, and organizations including the Canadian Armed Forces. Corrie is also the co-host of the weekly radio show “Life’s Indecent Feedback” on JUAD 800 and is frequently interviewed on local radio, news, and TV for issues related to coping with crisis. She is married, has two children and loves to laugh.

112
DAVE SKOlnIK, HAMPtON COUNTRY DAY CAMP
dave@campflc.com

Dave Skolnik has been a part of the TLC Family of Camps for close to 30 years, starting his camp career as a camper at Timber Lake in the early 1990s. A Cornell University graduate, Dave has an extensive background in camp management, program planning, staff development, and communicating with parents and campers on a regular basis. Dave also serves as the Chief Operating Officer of the TLC Family of Camps, of which Hampton Country Day Camp is a proud part. Additionally, Dave is the founder and Director of a popular youth athletic development program called FAST (Fitness & Athletic Skills Training), which provides programs for multi-sport skill instruction, motor skill development, and performance training. As a strong advocate for the camp experience for all children, Dave is very involved in nonprofit organizations, SCOPE, and Myrory’s Camp. In addition, he is an active member of the American Camp Association, serving on the ACA, NY & NJ Executive Board.

DYLAN SLOAN, CAMP HUNTINGTON
D Sloan@camphuntington.com

Dylan Sloan is the Program Director at Camp Huntington. This beautiful residential special needs camp is located in High Falls, NY. Mr. Sloan has been a part of Camp Huntington for 6 years. He started as a counselor and has worn many hats. Mr. Sloan is a resident of Northern Ireland and currently serves as a social worker in various settings, such as supported living centers and schools. He is currently studying for his Master’s Degree in Applied Social Work from the University of Wisconsin-Madison. He is currently working on programs that help children develop the key social skills that are necessary for success in future settings. He is a firm believer in the power of the camp experience to have a lasting impact on a child, especially in today’s precarious world. Ongoing parent focus groups have enabled him to understand what motivates families to inquire, purchase, and return. Joanna has consulted with new camps, assisted marginal operations in their efforts to survive, and has been instrumental in the continuing success of premier camps and conference centers.

JOHN SMITH, FLAGHOUSE INC.
smithhoops@aol.com

John L. Smith is the National Educational Director of FlagHouse INC. He is a 3-year-old son, Nick.

JOYNE WARREN SMITH, CAMP CONSULTING SERVICES
campconsulting@roadrunner.com

Joana has assessed hundreds of camps and acquired a unique industry perspective of best business practices. She is passionate about the impact that the camp experience can have on a child, especially in today’s precarious world. Ongoing parent focus groups have enabled her to understand what motivates families to inquire, purchase, and return. Joanna has consulted with new camps, assisted marginal operations in their efforts to survive, and has been instrumental in the continuing success of premier camps and conference centers.

LUISA SOLORZANO-FERRER, CAMP LA LLANADA
luiso@campllanada.com

A communications lover, communications major from Hamline University in Minnesota, and first Strategic-Master-Camp Director from USF in Florida, Luisa Solorzano-Ferrer spent a decade of her life fully dedicated to promoting a for-profit, traditional summer camp in Florida. After discovering a very specific target market, she discovered that the rules of the game were the same: be passionate about what you do, be visible to the max, and show the world why you are different using an awesome narrative. She is married to a Camp Director and is the mom of 2 boys.

JODI SPERLING, JODI SPERLING CONSULTING
jsperring9@gmail.com

Jodi is a Jerusalem-based organizational consultant and a veteran North American camp professional, social worker, educator, and communal strategist. In her 12 years as a Camp Director, Jodi built her reputation as a turn-around expert and change-maker. In Jerusalem, Jodi is the Director of the Camp Leadership Track of Young Judaea’s Year Course gap year program, working with a select group of staff from across North America to enhance their skills. Prior to moving to Israel in 2014, Jodi was based in New York City and served as Acting Vice President of Camping and Teen Engagement, leading JCC’s work with 120 day and 25 overnight camps, and serving as the Director of the Merrin Fellowship for Teen Professionals. Originally from Buffalo, NY, Jodi has her BA from the University of Wisconsin-Madison in Journalism and Jewish Studies, and her Master of Social Work from the University of Michigan, where she also completed the Drachler Program in Jewish Communal Service.

DAYON STEEN, ANN ARBOR YMCA CAMP AL-GON-QUIN

dayon.steen@ymcaiana.org

Dayon Steen was born in Detroit, Michigan and currently lives in Ann Arbor, MI. He is a youth development professional, specializing in early childhood. He is dedicated to working hard for children all year round but loves camp the best. Dayon has been on staff at YMCA Camp Al-Gon-Quin for 6 summers and now serves on the leadership team. He loves skateboarding, clowning with kids, and watching young people gain new confidence from trying new things.

ADAM STEINBERG, SIERRA ABODE CONSULTING GROUP
adamsteinberg22@gmail.com

Adam Steinberg is a fundraising professional with 16 years of experience in higher education and at secondary school institutions. When he reflects on the primary objectives of his education work—particularly ensuring that young people have the financial and other types of support to maximize their gifts and talents—he traces those core values back to the more than a decade he spent as a camper, CIT, and bunk counselor at Camp Walt Whitman in the White Mountains of New Hampshire. He has worked in a range of development capacities at Smith College and Trinity College, as well as The Hotchkiss School, The Williston Northampton School, and the University of the Aegean in Greece. He currently works outside of Boston as the Director of Development of Fullbright University Vietnam, a program of the Fulbright Scholarships in Ho Chi Minh City that was incubated at the Kennedy School of Government at Harvard University. Throughout his development career, he has created fundraising strategies for nonprofit organizations, assisted with major gifts from foundations and individual donors, collaborated with members of boards of trustees, and improved the messaging and technology that support the solicitation and stewardship of individuals and fundraising programs. He holds a Bachelor’s Degree from Muhlenberg College in Allentown, PA.

NELSON STRICKLAND, YMCA CAMP BIRKETT
nelsonstrickland@gmail.com

Nelson Strickland is a Camp Director and Youth Development Consultant from Woodbury, NJ. Nelson has been involved in summer camp and youth development for over 15 years as a camper, counselor, unit leader, campaign leader, and camp director. He found his passion for working with unique populations at Dragonfly Forest, a Pennsylvania summer camp for children with autism and special medical conditions, where he worked with the first campers to one of the Camp Directors.

Nelson has been a Camp Director at Camp Tall Tree, a Michigan camp for children with autism and their siblings, as well as a resident fellow at Rowan University, and L.G. Cook 4-H Camp. He is currently the Camp Director for the YMCA Camp Birkett, a Michigan day camp program. He recently launched See The Color, a summer camp consulting company focused on African Americans in the camping industry. When Nelson is not running summer camps or helping others run quality youth programs, he enjoys dancing, Djing, and all things music.

JON SIEGEL, POCONO SPRINGS CAMP
dani@poconospringscamp.com

Dani has always loved camp, even when forced to go into the pool for instructional swim as a camper. Upon graduating Lehigh University with an Undergraduate Degree in Sociology and a Master’s Degree in both Social Research and Education, Dani entered the professional camp world and has worked full-time in Day Camp for the past 13 years at Crestwood Day Camp and Woodmont Day Camp. She has most recently joined the Pocono Springs Camp team and is excited to start a new chapter in resident camp. Dani is an active volunteer with the American Camp Association and serves on the SCOPE Dinner Committee.

ERIC TACKETT, CAMP TACONIC
eric@waterskiiworks.com

Eric Tackett is the Waterfront/Watersports Director at Camp Taconic. He has been a key staff member at Camp Taconic for over 20 years. Eric has developed and implemented all safety programs with an accident-free waterfront for 22 years. Eric specializes in safety in all practices at the waterfront, including inflatable waterpark set-up and management, water ski safety, and out driver certified training, boating safety, and overall safety for campers and staff. Eric also developed the WaterskiWorks safety training and certification program for summer camps and is Co-Author of WaterskiWorks Summer Camp Safety Manual. His career includes a Bachelor’s Degree from the University of Wisconsin-Madison. He has served as a Resident Camp Advisor at NYU, and before returning to the organization, he worked as a Staff Member for Camp Billings in Vermont, and Hawaii also participated in the Berkeley Watersports Fellowship, through which he founded and led Excel Academy Charter Schools, a nationally recognized network of public charter schools based in Boston, MA. After launching Excel and before returning to the organization, Yutaka served as the Chief Operating Officer and Senior Advisor for Relay Graduate School of Education. Yutaka is also a Co-Founder of UP Education Network, an organization focused on school turnarounds, and has served on 113 G116567_T220-54-118.indd 113 2/25/20 6:23 PM
UP’s board since its inception. Yutaka spent the first several years of his career as a management consultant at The Parthenon Group, a strategic consulting firm. Yutaka earned his BA, magna cum laude, from Amherst College and earned his MAT with distinction from Relay Graduate School of Education.

ED THOMAS, INTERNATIONAL SPORTS TRAINING CAMP  ed@international-sports.com

Ed is entering his 14th summer in Youth Development and he grew up in south-east England, where a simple passion for soccer brought him here to the Tri-State area. After 3 summers at International Sports Training Camp Ed is now a Director, soccer coach, and program leader. He embarked on a decade-long career in nonprofit with the Central Florida YMCA. While running day camps and youth sports for the Y, Ed completed his Master’s Degree in Coaching and Sports Leadership at UCF and became a national trainer for YMCA Day Camp Program. Today he runs the full-time Assistant Director back at ISTC where all began. Ed takes the lead on staff hiring and developments with the on-going oversight of the call-out All-Sports, High Ropes, and Mountain Biking programs. Ed’s joy for soccer has never faded, and he loves to watch the EPL or kick a ball around with his son, Kelly, three-year-old son, Austin, and their Aussie-Shepherd, Beans.

CHRIS THURBER, PHILLIPS EXETER ACADEMY & EXPERT ONLINE TRAINING  chris@drchristurber.com

Dr. Christopher Thurber educates leaders using innovative content that stirs thinking and compels action. A graduate of Harvard University, Chris has served as a psychologist and instructor at Phillips Exeter Academy since 1999. He co-authored The Summer and Beyond Akeela (a life skills and social skills program for college-bound older teenagers). He and his wife, Simonida, built the rental business from the bottom up. He has been in the camping world for 6 years and has attended the rental business from the bottom up. Chris is the proud father of 2 boys—Danilo, born in 2002, and Sava, born in 2004. Both play violin around with his wife, Kelly, three-year-old son, Austin, and their Aussie-Shepherd, Beans.

JEAN TICKELL, SCHULTZ & WILLIAMS  jeckell@schultzwilliams.com

Jean Tickell is Vice President with Schultz & Williams, a national consulting firm that helps nonprofit organizations exceed their goals through integrated, insights-driven strategies. She has a broad range of expertise in major gifts, annual giving, marketing, and innovative strategies. Since joining S&W in 2010, she has provided campaign planning, communications, and strategic development services and interim staffing for clients in the arts, culture, education, economic development, and social services arenas. She has served as staff and consultant for independent schools and camps, and has enjoyed working with Camp Mowglis since 2015. Jean is a former Board Chair of Emerging Leaders in Technology and Engineering (ELTE) and a community-based youth development organization serving students in Harlem and Ghana.

SHAWN TIEDE, CORNELL UNIVERSITY COOPERATIVE EXTENSION  srt12@cornell.edu

Shawn Tiede is the 4-H Camp Specialist for New York State 4-H Youth Development. Shawn joined the Cornell Extension 4-H staff team in this role in 2009. Shawn supports over 20 day and resident camp programs across the state of New York. Shawn has 30 years of camping experience as a camper, camp staff, educator, and administrator. Shawn earned his MS in Camp Administration and Leadership from SUNY Geneseo and his BS in Management from SUNY Geneseo.

NICK TIERNAN, BUREAU OF EDUCATIONAL AND CULTURAL EXCHANGE, US DEPT OF STATE  tiernanNG@state.gov

Currently, Nick Tiernan is the Lead Program Analyst for the Secondary School Student Program, Summer Work and Travel and Camp Counselor categories within the Office of Designation (ECA/EC/D). Nick started his career with the US Department of State in 2005. During his tenure, he has been able to serve with ECA’s front office, working directly with former Assistant Secretaries Dina Powell and Golli Amen. Nick has served as a compliance officer within our Women’s Office of Exchange Coordination and Compliance Office, overseeing the compliance of all J-1 visa program categories. He’s also worked as a program specialist with ECA’s Youth Programs and Sports Diplomacy divisions. Nick is originally from Arlington, VA. He shares his passion for international travel, movies, running, and cooking with his wife.

JAMES TRESNER, WANAKEE  james@wanakee.org

James is the Executive Director at Wanakee, a nonprofit summer camp and retreat center in Meredith, NH. Before starting full-time at camp in early 2016, he worked as a fundraiser at a large national organization and is glad to continue working on that priority for Wanakee. In addition, James manages Wanakee’s staffing, marketing, finances, and facilities.

KEVIN TRIMBLE, CAMP AKEELA  kevin@campakeela.com

Kevin Trimble lives in Philadelphia with his wife, Kristina, who is an internist in New Hampshire, in the northeast United States. You can learn more about Chris and access all of his articles, book chapters, and podcasts on DrChrisThurber.com. Families can access Chris’s homesickness prevention video on Prep4Camp.com.

SYLVIA VAN MEERTEN, VAN MEERTEN CONSULTING  sylvia@vanMeertenConsulting.com

Sylvia Van Meerten has worked in the camping industry for 20 years. She has been a camp counselor and director, and also works as an Executive Director and Board Member. Six years ago, she founded a neurodiversity camp, specializing in campers with autism, which she now co-owns with Scott Ariza. Sylvia is regularly asked to speak at camps and conferences about autism, diversity, leadership, hidden curriculum, and difficult management scenarios. Sylvia holds a Master’s Degree in Psychology and operates a counseling practice in Ann Arbor, MI. Most recently, Sylvia converted her camp and psychology experiences into a lucrative career in executive coaching and corporate facilitation. She facilitates for top executives through YPO (Young Presidents Organization) and enjoys helping leaders of all ages navigate high-pressure decisions. Sylvia is passionate about combining innovative camp programs and smart business practices to better serve communities across the world.

SUSAN VOGEL, CAMPS AIRY & LOUISE  susan@airyloouise.org

Susan Vogel is the Business Manager at Camps Airy & Louise—brother/sister Residential Camps in western Maryland. Susan is responsible for all aspects of the rentals business for both camps, renting to a wide variety of outside groups from May through October. She has been in the camping world for 6 years and has built the rental business from the bottom up. Susan is excited to share her increased knowledge to help other camps as well.

JERRI WALKER, CAMP LOYALTOWN/CITIZENS OPTIONS UNLIMITED  jwalker@citizens-inc.org

Jerri Walker received her Bachelor of Science degree in Special Education and Elementary Education from SUNY at Old Westbury and has been in the field of Special Education for over 20 years. At this time, she is in pursuit of her Master’s Degree in Disability Studies from CUNY. Ms. Walker is currently serving her fifth year as the Assistant Director of Camp Loyaltown. This beautiful program is located in Hunter, NY, and supports over 650 children and adults with intellectual and/or other developmental disabilities. Camp Loyaltown is a full-year respite program with trips up to a camp taking place weekly. Recently, Jerri Walker became a Facilitator for Supported Decision Making for a piloting project for CUNY at Hunter College and the Office for People with Developmental Disabilities.

JENN WARD, GATE HILL DAY CAMP  jward@gatehilldaycamp.com

Jenn is a California transplant that is extremely grateful to call New York City home. She received a Bachelor’s Degree from Brooklyn College, specializing in Children and Youth Studies. Currently, she works at Gate Hill Day Camp where she has her dream job of creating large-scale special events and bringing them to life on the camp stage. She strives to live her life as a professional role model for the children and staff that she serves. Jenn is very excited to have been named a Top Presenter at the 2018 and 2019 National Afterschool Conference, and is once again ecstatic to present at this year’s Tri-State CAMP Conference!
sailing program based out of New Bedford, MA. With his experience in the small boat sailing world and other watersport activities, Bo brings a wealth of knowledge to waterfront programs for camps of all kinds; from staffing to equipment, Bo will help your program have the best waterfront around!

**Ovita Williams, Columbia School of Social Work**

ofw1@columbia.edu

Ovita Williams is an Associate Director of Field Education at Columbia School of Social Work. Ms. Williams is a licensed clinical social worker specializing in intimate partner violence prevention and forensic social work. She has over 13 years of experience in working with youth and young leaders in the camp's 9th grade Day Camp. Ms. Williams is presently a doctoral student at Silberman School of Social Work/Hunter College. She is a co-author of Learning to Teach, Teaching to Learn: A Guide for Social Work Field Education (2019).

**Scott Williams, Camp4Real**

pescottwilliams@gmail.com

Scott Williams taught elementary physical education at Meriwether Lewis School in Charlottesville, VA for 15 years. He was a winner of the 2011 Golden Apple Award, the 2013 VAHPERD Elementary PE Teacher of the Year, and the 2015-16 VAHPERD and SHAPE Southern District Dance Teacher of the Year. Scott was also honored as a National Healthy School Hero by Action for Healthy Kids in 2017 and was named to the 2019 class of Charlottesville’s Finest by the Cystic Fibrosis Foundation. He is also a presenter and keynote speaker at physical education conferences across the nation and has presented in over 30 states. Scott is the Founder/Owner of Camp4Real, a summer camp that celebrates physical activity, nutrition, and holistic wellness.

**Eric Wittenberg, Camper Machine Operations**

eric@campermachine.com

Eric grew up at Elmwood Day Camp in White Plains, NY where he was a camper, senior staff member, and Athletic Director. He was a full-time Program Director at Woodmont Day Camp. After pursuing his Masters in Social Psychology of Sport and Physical Activity, he founded and sold a CrossFit affiliate. Eric then co-founded and directed the Berkshire Soccer Academy for Girls for 8 years before founding Camper Machine Operations.

**Will Yahr, Kiwi Country Day Camp**

will@kiwicountrydaycamp.com

Will Yahr is the Director at Kiwi Country Day Camp in New York, where he has been for 3 years. He has been in day and resident camping for 15 years as a camper and staff member, and he has over 20 years’ experience in hotels, most recently as General Manager at the Ritz Carlton in Westchester, NY. Will has 2 children, Mallory (age 9) and Livie (age 6). Both attend Kiwi!

**Julia Yosen, The Handwork Studio**

julia@thehandworkstudio.com

Julia has been an integral part of The Handwork Studio for the past 14 years. She earned her BFA in Fine Arts and has since dedicated her career to bringing the importance of making to youth through workshops, curricula, video tutorials, and training.

**Dan Zenkel, Berkshire Soccer Academy for Girls**

dan@dzententerprises.com

Dan is a partner in The Camp Professionals, which advises on the purchase, sale, and management of summer camps. He is the Founder and Owner of the Berkshire Soccer Academy for Girls. He is also an advisor to North American Camp Trust. He was one of the founders of CampGroup, LLC, and served as its President and, later, CEO for 11 years.

**Andrew Zwerman, Wagner & Zwerman LLP**

azwerman@wzcpafirm.com

Andrew M. Zwerman, CPA, MS, is a CPA and Partner in the accounting firm Wagner and Zwerman LLP. He has a Master’s degree in Taxation and has been in public accounting for over 30 years. Wagner and Zwerman represents over 800 clients throughout the United States. WZ has over 35 accountants on staff with offices in New York City and on Long Island. The Firm represents over 50 camps, made up of sleepaway, day, and nonprofit. WZ has serviced the camp industry for over 20 years.
We would like to acknowledge former award winners and thank them for their continued support and dedication. The awards are given every year to the individuals or organizations who exhibit the most commitment and dedication to their respective sections.

<table>
<thead>
<tr>
<th>Year</th>
<th>New York:</th>
<th>New Jersey:</th>
<th>Keystone:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1983</strong></td>
<td>Alan Stolz</td>
<td>Muriel Smith</td>
<td>The Lutheran Children &amp; Family for Service Foster Care Program for Southeast Asian Children</td>
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<tr>
<td><strong>1984</strong></td>
<td>Morry Stein</td>
<td>Turrell Fund</td>
<td>Ted Halpern</td>
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<tr>
<td><strong>1985</strong></td>
<td>Ben Appelbaum</td>
<td>Mary Ellen Ross</td>
<td>Millie Kriebel</td>
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<td><strong>1986</strong></td>
<td>Charles Kujawa</td>
<td>Cricket Snearing</td>
<td>Al Hare and Leonard Gordon</td>
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<td><strong>1987</strong></td>
<td>Thelma Hurwitz</td>
<td>Trail Blazer Camps</td>
<td>Elizabeth Sennott</td>
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<td><strong>1988</strong></td>
<td>Joe Kruger</td>
<td>Newark Fresh Air Fund</td>
<td>Marie Brainard Ray</td>
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<td><strong>1989</strong></td>
<td>Robert Fischer</td>
<td>Howard Patton</td>
<td>Debra Zvanut</td>
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<td><strong>1990</strong></td>
<td>Barry Royce</td>
<td>Jean Holinger</td>
<td>Donald McClain</td>
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<td><strong>1991</strong></td>
<td>Tom Riddleberger</td>
<td>Thomas Stoll</td>
<td>Roy Gulliford</td>
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<td><strong>1992</strong></td>
<td>Jani Brokaw</td>
<td>Judy Myers</td>
<td>Judy Arendt</td>
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<td>Stuart Chase</td>
<td>Harold Breene</td>
<td>Howard Batterman</td>
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<td><strong>1994</strong></td>
<td>Steve Schainman</td>
<td>Neil &amp; Eleanor Van Bodegom-Smith</td>
<td>Pat Freiler</td>
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<td><strong>1995</strong></td>
<td>Michele Friedman</td>
<td>Frank Gerome</td>
<td>Morry Stein</td>
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<td><strong>YOUTH AWARD</strong></td>
<td>Advocate for Youth Award:</td>
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<td><strong>1996</strong></td>
<td>Jay Jacobs</td>
<td>Ron &amp; Sandy Leiser</td>
<td>Stephen M. Taylor</td>
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<td><strong>1997</strong></td>
<td>Doug Pierce</td>
<td>Ronald Martin</td>
<td>Mickey Bonwit</td>
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<td><strong>1998</strong></td>
<td>Skip Vichness</td>
<td>Dorothy Stivers</td>
<td>Millie Kriebel</td>
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</table>
1999 >
NEW YORK: Greg Finger
NEW JERSEY: Valerie James
KEYSTONE: Wayne Williams

2000 >
NEW YORK: Dave Silverstein
NEW JERSEY: Tom Riddleberger
KEYSTONE: Frankie Graham

2001 >
NEW YORK: Jeff Ackerman
NEW JERSEY: YMCA Camp Ralph S. Mason
KEYSTONE: Diane Bleam

2002 >
NEW YORK: Bev McEntarfer
NEW JERSEY: Bob Jones
KEYSTONE: Ed Shafer

2003 >
NEW YORK: Andy Weiss
NEW JERSEY: Aileen & David Levine
KEYSTONE: Hal Scringer III

2004 >
NEW YORK: Dawn Ewing
NEW JERSEY: Gerry Bownik
KEYSTONE: Cricket Snearing

2005 >
NEW YORK: Scott Ralls
NEW JERSEY: Colleen Rountree
KEYSTONE: Bob Miner

2006 >
NEW YORK: Scott Brody
NEW JERSEY: Ruth Hall
KEYSTONE: Rev. Michael Nasser

2007 >
TRI-STATE AWARD WINNER:
Henry Skier, AMSkier Insurance
(New York, New Jersey, and Keystone)

2008 >
NEW YORK: Andy Pritikin
NEW JERSEY: George Novick
KEYSTONE: Michael Chauveau

2009 > Tri-State CAMP Conference Award Winner:
Fred Guzman

2010 > Tri-State CAMP Conference Award Winner:
Corey Dockswell

2011 > Tri-State CAMP Conference Award Winner:
Steve Baskin

2012 > Tri-State CAMP Conference Award Winner:
Pete Shifrin

2013 > Tri-State CAMP Conference Award Winner:
Jennifer DeSpagna

2014 > Tri-State CAMP Conference Award Winner:
Brian “Bubba” Cohen

2015 > Tri-State CAMP Conference Award Winner:
Doug Volan

2016 > Tri-State CAMP Conference Award Winner:
Billy Hoch

2017 > Tri-State CAMP Conference Award Winner:
Michael Brandwein

2018 > Tri-State CAMP Conference Award Winner:
Mark “Z” Zides

2019 > Tri-State CAMP Conference Award Winner:
Tony Stein

2020 >
THELMA HURWITZ TRI–STATE AWARD WINNER:
ALICIA SKOVERA
Camp Trucking is honored to once again sponsor the 2020 Tri-State Conference and the ACA, NY & NJ.

For over 40 years, Camp Trucking has been a proud partner of camps and the summer camp community. Whether you are one of our 70 camps that we service or a conference attendee, please stop by booth 339 so we can wish you a successful 2020 camping season.
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