Camp Admins Unite! We’re All in this Together
Josh Bradshaw, CampBrain & panelists
What information should I collect on my registration form? What kind of reports will I need for the summer? Is there an easier way to collect money from parents? Join this panel of seasoned camp administrators to tackle these questions and many more. This is a collaborative session for us to discuss and share unique ideas and best practices. Ideal for camp administrators and those involved with the operational aspect of the camp office.

Playful Neurochemistry
Phil Brown, High 5 Adventure Learning Center
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 the benefits are far reaching, such as: increased focus, improved critical thinking, and even a decrease in the urge to pick up our cell phones. So, come prepared to play and experience some happiness!

Branding — Establish Your Camp Brand Positioning, Language, and Voice
Kelley Freridge, American Camp Association
Develop a better understanding of your audience and target consumer. Gain insight into progressive communication approaches and planning. Set goals for growing your audience through solid branding tactics.

Creating a Safe and Affirming Space for Non-Binary Campers
Andrew Harris & Jessie Pappagianopoulou, MGH Aspire
Gender identity is how an individual personally conceptualizes themselves as male, female, or sometimes: both, neither, or something else (regardless of the gender they were assigned at birth). If you haven’t had a non-binary camper at your camp yet, you will soon! This session will provide easy-to-implement steps that your camp can undertake to help LGBTQ+ campers feel safe and welcome. Topics related to camp administration, local laws related to gender identity discrimination and ample time for questions and answers will also be provided. This session is best suited for camp directors or camp staff that will be training junior staff. Staff that work directly with campers can benefit by increasing their understanding of these topics.
Teaching about Climate Change at Camp
Meghan Haslam, Mass Audubon's Drumlin Farm Camp
Climate change is affecting the world around us in a myriad of ways, and it is awfully scary. Some schools are teaching kids about it, others barely mention it, and nevertheless, young people around the globe are standing up to demand action against climate change. So how do you introduce climate change to 1st graders? What kinds of solutions can a 12 year-old come up with to combat this behemoth problem? Do you need to be an expert to teach about climate change? Come ready to learn curriculum tips and tricks, implement low-tech projects, and share your ideas about teaching and discussing climate change at camp with campers, staff, and parents too!

The True Colors of Leadership
Ian Moorhouse, Dexter Southfield
To change a behavior it takes up to five weeks, but who you are at the core of your being can’t change.. you are who are you because of your personality. Your leadership is based on your personality and in turn effects your decision making process. In a fun and interactive session, find your inner personality and find effective ways to become a better leader.

Cultural Mindfulness in ACTion
Doug Sutherland, Brantwood Camp
Starting the conversation is the first part. Then comes the tools to instituting change at your camp with your goals in mind. This session will provide some tools on furthering your commitment to a diverse camp population that extends beyond photos on the website. How do you retain campers of color? How do you find staff members of color and encourage them to work at your camp? What are some possible challenges for staff and campers of color that need to be address. This session will help provide some answers or at least point you in a direction for the answers. The conversation may be the easy part, but now let's add some action.

Fostering Mental Health: A Simple Brain Model That You Will Love!
Donna Volpitta, The Center for Resilient Leadership
Do you sometimes feel overwhelmed with how quickly the landscape is changing around mental health? The needs of campers and their families are changing, and we need to adapt to those needs, but often camp staff and administrators feel unprepared. In this interactive presentation, Donna Volpitta, Ed.D. introduces participants to a simple model that explains the brain science of resilience and mental health, empowering them to apply the model to use any challenge as an opportunity to proactively build resilience, one of the best protective factors for mental health. Truly a user's guide to understanding the brain, this session will leave anyone, from the first-year counselor to the veteran director, better prepared to handle any situation.

Parent Communication: Balancing Empathy and Efficiency
Elise Wulf, MGH Aspire
This workshop will focus on how to train staff to better initiate and respond to caregivers. We’ll discuss how to help staff assess for caregiver needs and some key communication tips to maximize clarity and perspective-taking all around. Emphasis will be on practical strategies to identify strengths and needs in your program's caregiver/parent communication with recommendations for how to structure training and on-going feedback to build positive and productive working relationships with your caregiver community.
Loneliness vs Being Alone: How Camp Can Help Solve An Epidemic  
**Scott Arizala, The Camp Counselor & Max Claman, Oasis Day Camp**  
"Whether you like it or not, Alone will be something you'll be quite a lot." Wise words from Dr. Seuss about something we all experience "quite a lot" but without many ideas on how to handle it. No one is that good at it, so we've all experienced the slide from being alone into loneliness. Camp is the best place to learn healthy coping skills for being alone, because so many of those skills are rooted in connection. This session will provide actionable steps and strategies for training and programming that supports these skills, including ideas like validation, inclusion, making friends, and debriefing. Camp can make a difference!

MORE Large Group Activities for Building Community, Connection, Empathy, and FUNN  
**Jeffrey Frigon, The Browne Center for Innovative Learning**  
Come back (or for the first time) for another 75-minutes of LARGE group activities! This workshop was so well attended in 2019 that I thought I should offer it again! Build your bag of tricks and skills in working with large and (XXXL) groups. This active session will have folks up and moving about participating in activities that will help break the ice for staff and campers as well as build momentum towards an empathetic and caring community. Some activities will be intentional, but some will just be FUNN (Functional Understanding Not Necessary) and will include fun ways to make small groups as well as large-scale group problem solving!

Take the Ack! Out of Feedback: Shifting from Oh No! to I Want to Grow!  
**Polly Goddard, Sandbar Coaching & Consulting**  
Does your initial reaction to the word "feedback" bring on feelings of dread, nausea and/or cause you to ponder ways to avoid it? What if your feedback process at all levels became easier - maybe even enjoyable - for everyone involved? It is possible! We will explore ways to shift constructive feedback from being uncomfortable, ineffective, and unwelcome to focusing interactions on growth and development. We will dive into specific methods that will help you make feedback clear, actionable, and welcome which will lead to getting better results and eliminating the temptation of avoidance. You will leave this session with proven techniques to improve the relationships, communication, and productivity within your team.

Beyond Self-Care Strategies: Self-Awareness for Stressed-Out Staff  
**Emily Golinsky**  
Did you know that only 67% of leaders think the level of stress they experience at work is manageable? (Presumably, the other 33% were too stressed out to answer the survey.) Sure, stress is a reality of the camp world. You carry a lot of responsibility that can't simply be delegated or deep-breathed away. But there's a fine line between "needing a break" and 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.

7 Months of Business School in 70 Minutes  
**Anna Hopkins, Friends Camp & Karin Freed, Boston University MBA student**  
Summer camp is so much more than a business; it teaches values, cooperation, and community skills. However, sharpening up our business savvy can make more time and energy available for these really important things. We are two business school students (and camp people) who connected over our love for camp. Come share some of our learnings from the first few months of business school. We look forward to diving in to the topics of marketing, accounting, pricing, and operations that are directly applicable in the camping industry. This presentation is appropriate for executive directors interested in new perspectives and take-away tips or those curious to learn more about the business of camp. We promise there won't be a test!
Abuse Prevention: From Compliance to Culture
Katie Johnson, The Redwoods Group
Compared to 20 years ago, camp operations have changed in many ways to help screen out potential abusers. Criminal background checks and interview techniques have been operationalized and are now common place. But is abuse prevention really part of your culture? Or is your camp checking a box? This session will break down the 5 essential elements of an abuse prevention plan and provide resources to help build abuse prevention into your camp’s every day culture.

Offer Your Parents a Deliverable Report Post-Camp for a Unique Marketing and Programmatic Edge
Ryan Martin, Tilton School Summer Institute
As the market for summer and winter camp has become increasingly competitive, diversified programs that offer STEM or other activities that are academic in nature are strategically positioned to design offer deliverable reports, which capture the camper experience and give parents a unique look into their child's strengths and aptitudes. Summer camps can provide a unique environment for educational innovation. At the Tilton School, we've been experimenting with producing individualized reports for each student at the conclusion of their summer. In this workshop, we'll explore all aspects of this endeavor - from the marketing upsides and operational complications to report design and staff training.

Behind the Curtain: Creating Professional Camp Videos
Suzi Pond, Redbird Media Group
The idea of creating or updating your camp videos can be daunting. From strategic planning to costs breakouts to deliverables, Suzi Pond of Redbird Media Group shares her knowledge and breaks down the process. Do I need permission for certain music? Is shorter really better? How long will will filming take? Who gets the the footage? How large should the crew be and how do we make our experience with them efficient and productive? How much should all of this cost?! What's the deal with drone licensing? How can we curate our content in different ways to make the most of our investment? Come away from the session better equipped to start your next camp video project.

Government Affairs Update
Steve Sudduth, Camp Wyonegonic & Tom Rosenberg, American Camp Association
Join this session to hear the most current information on government affairs and public policy issues related to camps and how ACA is supporting these efforts.

Social-Emotional Curricula: A Walk-Thru of What's Out There and How to Pick the Right One for Your Camp
Elise Wulf & Jennifer O'Rourke, MGH Aspire
This workshop will walk through the most common (read: effective) curricula available for supporting campers with social-emotional growth. Specifically we'll be discussing the market-available manualized literature if your program is looking to build a structured psychoeducation block for campers. In broad strokes, we'll help to describe how to identify which curriculum is a good match for your program based on objectives, logistical needs, as well as common strengths and challenges in implementation.
Lunch & Learn Session 1  
Thursday, March 26, 12:30PM – 1:15PM

Fund Development Round Table  
*Sarah Castro, Fleur de Lis Camp*
Whether you are part of a team of development professionals at your camp or it is just one of the many things you do, join us for a chance to share and learn about each other’s development plans. For this round table discussion, please bring one thing your camp is doing well to help with your fundraising efforts. This could be alumni/donor list management, social media outreach, compelling storytelling, and so much more. Now is your chance to chat with other camps and enhance your development strategies.

Save Money and Slash Fossil Fuel Use with Sunshine  
*Amy Farnham, ReVision Energy*
Solar energy is our most abundant energy resource. Learn how you can lower your carbon footprint and your utility bill by transitioning to solar power. This session will outline various electric technologies that will enable your camp to reduce its fossil fuel use while saving money. Topics include: solar electricity, heat pumps for heating/cooling and hot water, LED lighting, battery storage, and electric car charging technology.

Staff Kids: Managing Your Camp Job While also Parenting Your Own Children  
*Kate Monge & Jodi Sokoloff, Camp Micah*
This group discussion is designed for camp staff and professionals who are raising their own children on-site during the camp season. Whether your children are camper age or younger, come share the joys and challenges of raising your own children in the summer camp environment. This is a forum to share resources, ideas, and to support each other. Topics may include childcare, housing, being careful not to interfere with your children that are in the camp program, the benefits of your child being raised in the camp environment, how to balance being an effective parent and staff member at the same time, how to set boundaries for the camp population and your children, and more.

Educational Breakout Session 3  
Friday, March 27, 9:00AM – 10:15AM

Camp-The Crossroad of Children and Nature: Lessons Learned in 95 Summers Teaching in the Outdoors  
*R. Laurence Davis, Camp Pemigewassett and University of New Haven & Deb Kure, Camp Pemigewassett and Sierra Nevada Journeys*
Research is showing that direct contact with nature is beneficial, even necessary, for human growth and development. Camps are in an optimal position to play a leading role in our growing national effort to connect children with nature. In this session, we’ll discuss the unique advantages that camp offers for place-based experiential learning and share what we’ve learned from 95 summers of running a thriving Nature Program. We’ll collaboratively look at ways to offer a broad range of topics even with a small staff, combine them with other areas of interest (such as arts and crafts), utilize field experiences, and more. We will also brainstorm how to fit “nature” into a variety of camp programs and settings.
Practical, Powerful Leadership Skills You Can Use Now!

Bob Ditter

Whether you are a CIT/LIT, a counselor, on the senior staff, or an owner or director, there are five critical leadership/communication skills you need to have to be successful in this era of technological distraction! DO NOT COME TO THIS SESSION unless you want to have fun, learn some exciting new ways to teach kind communication skills, and have applications you can use this summer…or right now! This is a highly interactive session!

Navigating the Worst - Crisis Communications for Camp

Kelley Freridge, American Camp Association

Get up-to-date on anticipating crisis, identifying your spokesperson, determining your audiences, and establishing standards for monitoring and receiving notifications surrounding potential crisis. Learn more about responding to media inquiries and how to determine if a situation will require professional help. In this session, you'll have the opportunity to gain practical advice to help you create or update your crisis strategy. Return to camp with the confidence to prepare for the worst. Learn practical tips and strategies to apply immediately, including a first-hand look at a lost camper scenario from summer 2019.

Staff Training: Diversity, Equity and Inclusion

Erin Kelly, Kim Baker, & Chelsea Gutierrez, Boston Nature Center

Camp is the ideal place for staff and campers to learn, practice, and value inclusiveness. In this workshop, we will share our favorite Diversity, Equity, and Inclusion trainings for staff and ways to build a supportive learning environment for both staff and campers. At the Boston Nature Center, we find the most significant work around Diversity, Equity, and Inclusion happens through conversation and self-reflection. We will discuss how to create a space for meaningful conversations, how to teach staff best practices when it comes to difficult conversations, and how to reflect on experiences throughout the summer. Join us in this important work to ensure that camps continue to be a place where everyone feels welcomed, celebrated, and at home.

Director & Year Round Administrators Round Table

Mark Lipof & Kate Monge, Camp Micah

This is an opportunity for directors and year-round administrators to discuss topics of importance to them. Hear from others running their camps and collaborate on solutions to those issues we are all confronting. We will begin the session by putting together a list of what participants want to discuss. Notes will be taken and distributed to all participants after the session. Some topics may be: staff retention, security, year-round staffing, summer staffing, food service, etc. Bring your hot topic and let's see what everyone has to say!

A Practical Approach to Incorporating MESH into Your Program

Terri Mulks, Brandon Brichetto, & Nicholas McRae, Camp Susan Curtis

Taking MESH (mental, emotional, and social health) beyond conversation, we found that we could quickly, inexpensively, and effectively increase camper outcomes in teambuilding, self-confidence, and self-regulation while building a healthier more joyous camp. Join us for a discussion with our Camp, Operations, and Support Directors to hear how we implemented simple schedule and staff restructures, intentional training, and teambuilding to address and improve camper and staff MESH. Leave with activities, tips, and resources to implement in your own programs.

Supporting Neurodiverse Employees

Leslie O'Brien & Laura Sears, MGH Aspire

Workplaces involve many different kinds of diversity (i.e., race, gender, sexual orientation). Neurodiversity values differences in how people think and work. "Neurodiversity" as an umbrella term can include ADHD, autism/Asperger's syndrome, or a learning difference. In this training, you will learn how to see neurodiversity as a form of workplace diversity and gain a deeper understanding of how to see autism in the workplace from the perspective of neurodiversity. This is a foundational training that supports organizations on how to access unique talent that neurodiverse employees bring to organizations and how to build a more supportive and inclusive workplace culture.
Ensuring Camp Safety in an Age of Active Shooters and Other Violence

Joseph Pangaro, True Security Design
The program will cover all of the elements of a proper physical Threat, Vulnerability, and Risk (TVRA) Assessment for a camp to include: staff training, policies, security protocols, de-escalation training, and combining the the proper electronic equipment with the human element. A TVRA looks at the entire camp property and attempts to uncover all potential security and safety gaps present, then provides a road map for remediation of any gaps to create the safest possible environment. Part of the assessment determines the level of preparedness a camp has to respond to violence either from campers, staff, or outside interuders. A proper assessment not only creates a safer camp, but also provides a liability reduction for camp owners.

Making It Happen On a Ball Field- Using Creativity to Foster a Fun, Successful Camp Environment

Ashli Phillips, Hockomock Area YMCA
Coming from the experience of running camps with minimal space, I wanted to share my successes & failures in providing a positive camp environment with minimal space. What does your programming look like? What does your space look like? What does your camp structure look like as a staff team? What does your culture look like? Using these 4 key items, you can find success in camp. We will talk, share, and define these items & identify how to make your camp space amazing.

Inclusive Initiatives for All ages

Gabi Tetelman & Sarah Derick, WingSpeed Adventures
In this session, we cover how to engage all participants no matter their ability. Inclusive Initiatives aims to show how games and initiatives can be adapted in many different facets, to achieve many different goals. We will go over your traditional camp games and find news way to level the playing field to meet the needs of the group.

Camp is More Fun with More Campers; 20 (or more) Affordable Ways to Increase Registrations

James Tresner, Wanakee
Wouldn't it be nice to run one of those camps that fills in a week? The common saying "if you're not growing, you're dying," certainly applied to my current camp. A small but regular decline had taken the organization further and further from long-term viability, let alone vitality. Using my time spent in marketing at a national nonprofit, experience leading 70% growth at an after school program, and in partnership with a talented group of volunteers (plus a bit of external help), we’ve reversed course, growing 3% - 15% every year since 2015; 37% total in 4 summers. As a nonprofit, we had to find affordable ways to achieve that growth. Come learn 20 (or more) tested marketing ideas and strategies you can use at your camp today!

Educational Breakout Session 4
Friday, March 27, 11:00AM – 12:15PM

Show Up: Teaching Counselors to Connect

Scott Arizala, The Camp Counselor
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.
Hot Topics in Camp Health and Wellness  
**Laura Blaisdell, MD/PMP, FAAP, Camp Winnebago**
This session will address several hot topics in camp medicine currently including infectious disease from ticks and mosquitos, vaccination best practice and outbreak management, and importantly preventative practices to protect campers, staff and camps from communicable diseases.

How to Manage a Seasonal Challenge Course  
**Phil Brown, High 5 Adventure Learning Center**
It can be tough knowing what to do with your Challenge Course when you only run a seasonal program. In this workshop we intend to give you tips and tricks to efficiently manage your course from opening to closing. We will share our recommendations for each of the seasons to efficiently maintain your challenge course while getting the most out of your budget. The three main areas we will discuss are: equipment, facility/course, and staffing and training.

Activities In a Pinch  
**Roz & Jed Buck, Roz and Jed Training & Consulting**
It starts to rain or a specialist is absent…or your special event ends early…what do you do? Come learn some fun, easy, no-prop games that you can share with your staff and pull out of your back pocket when you are in a pinch.

Spreadsheets: Level 1.5  
**Marcie Glad, Tenacre Day Camp**
Have you taken a spreadsheet course in the past, but need a refresher? Are you frustrated at your spreadsheets and wish someone could answer your questions? You’re in luck! Whether you use Excel or Google Sheets, this is the session for you! Content will include practice & review of: Pivot Tables, Print Management, Text-to-Columns and introduction to Spreadsheet Formulas COUNTIF (and how it can help your scheduling woes), CONCATENATE, IF. Bring a laptop, your spreadsheets, and your questions. Get ready to improve your ability to handle a spreadsheet and exponentially increase your efficiency!

Considerations for Implementing Mental Health & Behavioral Supports  
**Emily Golinsky**
Considering adding Inclusion/Intervention/Behavioral staff to your team? Don't know what exactly you need, but you DO know that something needs to change? Where do you begin? Each camp has vastly different needs in this emerging, complex area. This session will help you determine the logistical, ethical, financial, and other concerns involved as you evaluate the best way to address the rising needs amongst your campers and staff for behavioral, mental, and emotional health supports. We'll talk about identifying/addressing your camp's needs, determination of internal strengths, and evaluation of complicating factors, plus logistics such as costs, structure, and intended outcomes. Most importantly, we'll answer the question "where do I start?"

What's on the Horizon; Everything from Y to Z  
**Lori Hoffner, Supporting CommUnity, Inc.**
A workplace with multiple generations continues with the incoming Generation Z. Understanding the dynamics of this younger group gives you a better opportunity for retention of members of this generation either as staff or as a consumer. Together we will learn the similarities and differences between the Gen Y/Millennials and the up-coming Gen Z generations. Better understand how today's young adults, teens, and youth think and behave in order to benefit your organization. We will discuss trends in education, employment and the offline experience and how it impacts the way the younger generations interact in the "real world".
Get on the Bus
Katie Johnson, The Redwoods Group
Transportation, field trips, and expeditions are a regular part of many camp programs. But there is also a rise of incidents of peer-to-peer abuse and bullying occurring during these times, in addition to lost campers and inadequate supervision. This session will discuss the unique exposures involved when participating in field trips & expeditions and the best practices to keep campers safe during these higher risk times.

Community Service Projects: Make a Difference By Addressing the Needs of Your Neighbors
Dottie Reed, Camp Pemigewassett; Jeff Hacker, Camp Cedar; Peter Kassen, Hidden Valley, Camp, & Terri Mulks, Camp Susan Curtis
We know the positive impact of camp on the lives of campers and staff. But how about the positive impact that camps have on their neighbors? Does your surrounding community face challenges or needs that your camp might be able to address? Panel members will describe their successful community service projects as well as the distinctive opportunities for leadership and participation afforded to their campers and staff as they do for others beyond their camp grounds. Several projects are easily adaptable and attendees will receive handouts with detailed how-tos to consider for the 2020 season. We encourage those in attendance to share their own community service projects with the group.

Elephant in the Room
Doug Sutherland, Brantwood Camp & Nikki Turpin, Concord Academy Summer Camp
This session will include a diverse group of camp professionals living and working within the camp community speaking about their experiences. Members of the panel will share their insights, challenges, and success in navigating the camp industry. We will allow time for questions with the goal of continuing the conversation.

Educational Breakout Session 5
Friday, March 27, 2:00PM – 3:15PM

Bloom: Creating a Culture of Growth and Development
Scott Arizala, The Camp Counselor
The potential in a seed is only realized through the mix of ingredients, environment, and the attention we give it. We want our campers and staff to bloom, by cultivating a staff with a growth mindset in an environment that supports development for them and the campers. This session will cover activities, experiences, and practical skills to orient counselors towards development (ingredients), leadership ideas to help create and sustain a culture of growth (environment), and, maybe most importantly, tools and strategies for coaching and supervising along the way (attention). Sometimes it doesn’t take much for someone to bloom, especially with a little care and attention.

Speed Networking
Bud Copeland, ACA, New England
Want to get to know more of your colleagues at the conference? If so, join us for this highly interactive, but low pressure, session and come away with some new connections.

Yes Means Yes and No Means No: Consent Education at Your Camp
Stephanie “Ruby” Compton, Ruby Outdoors
Summer camp has an important role in rewriting the nation's narrative about healthy relationships and self-advocacy. The best tool to prevent sexual assault is consent education. Learning about consent happens well before the bedroom and can be a powerful tool at camp to teach campers and staff radical empathy and empowerment. This session will share a easy ways to adjust your language and tactics this summer to teach campers about consent and deepen your community's commitment to being an inclusive, safe, and respectful environment for all.
Teaching Girls to Use Social Media in Positive, Empowering Ways - In and Outside of camp!

*Michelle Cove, MEDIAGIRLS*

The average teen girl consumes social media for three to four hours a day. Research shows that using social media for over two hours a day is repeatedly linked to higher levels of anxiety, insecurity, and depression. Thousands of girls in our program have told us directly that while they are addicted to social media, it often leaves them feeling stressed and anxious. Our 75-minute #REALMEDIAGIRL workshop teaches girls to think critically about undermining messages they receive from media, and how these messages influence their well-being. Girls learn healthy ways to evaluate their true self-worth, and how to use social media to make media culture more positive and empowering.

Breaking the Ice!

*Alexis Dascoulias, Camp CenterStage*

We’ve all faced those moments: how to start our staff training or the first full-camp activity at or (gasp) a new Board member social! Icebreakers are the most effective tool to begin to engage the interest and encourage the participation of campers and/or staff. Great ice breakers are the foundation for all team building. This lively, interactive session will explore a dozen ice breakers for groups of all sizes. Meaningful camp experiences start from the moment we first interact - so make them fun, engaging, and memorable. Let’s break some ice!

It’s Not What’s Wrong with You, But What Happened: Supporting Youth with Trauma Informed Care

*Jennifer Harris, MSW, LICSW & Sue Oppici, Comfort Zone Camp*

We all experience an array of emotions, some comforting and joyful, others painful and sad. Most times we can stay contained to access what we need to cope with these feelings. However, when exposed to traumatic and life altering events, we start to develop defenses to help cope with the intense emotions of these events. Some defenses turn into positive coping, others help to avoid the intense feeling. People exposed to trauma and loss can experience intense highs and lows in which they cannot stay emotionally contained. This session will explore the impact of trauma on youth and various ways they may experience triggers of trauma; also, how to create a more trauma-informed space for them to cope with mind/body/emotional tools.

Essential Legal Considerations: A Checklist to Protect Your Camp

*Isaac Mamysky, Potomac Law Group, PLLC & Camp Zeke*

In this session, participants will think through some key legal considerations that help protect camps from liability. We will discuss essential requirements to comply with the law while exploring common missteps and pitfalls that lead to unnecessary exposure. Participants will explore questions such as: Do your marketing materials expose you to liability? Does your camp comply with state regulations? Do your retreat contracts protect the organization? Are you following best practices in employment law? These and many other questions help determine if a camp has legal weaknesses that can be strengthened. This session is intended for management teams/decision-makers within camps.

Supporting Campers in Managing Stress

*Jessica Pappagianopoulos & Taylor Levesque, MGH Aspire*

Camp is composed of inherently stressful activities (e.g. climbing a high ropes course in the woods, navigating a canoe down a river, and being away from home for an extended period). To best support campers in having a positive and beneficial experience, it is helpful for camp staff to be able to recognize stress within their campers and understand that certain challenging behaviors may be the manifestation of stress. This session will discuss how to identify physical signs of stress exhibited by campers and provide specific and concrete coping strategies to support them. This session is best suited for camp staff that will be working directly with campers or training staff that will be working directly with campers.
LGBT+ 101 Camp Edition: Policy and Procedures
*Kryss Shane, ThisIsKryss.com*
With camps now experiencing an influx of out LGBT+ campers, camp counselors, camp administrators, and families, this provides foundational vital information for all. Topics will include: what camps should be thinking about, how camps should go about making decisions, being proactive vs. reactive with policies and procedures, and examples and scenarios to guide attendees' thoughts and mindset. The goal is to be as supportive as possible to all while requiring as little deviation as possible from what we already know creates and maintains a safe and happy camp environment and experience!

Forget Feedback Forever
*Christopher Thurber, CampSpirit, LLC & Camp Belknap*
Hack the managerial nightmare of colleagues who ignore you or get upset when you offer feedback. Participants in this innovative workshop will learn three unconventional approaches to continuous professional development - soliciting, referencing, and querying - that 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.

Accreditation and Standards Advice From Veterans
*ACA New England Standards Committee Members*
Is it your accreditation year and you just do not know where to start? You have your Accreditation Process Guide – but how do you organize the material to show your visitors? What if you are not quite sure of the 2019 standards? Are you not sure what to expect for your site visit this summer? Members of the New England Standards Committee are here to answer your questions!

In this session we’ll show some methods to organize documentation (both digitally and in paper form), answer questions about the 2019 standards, and any questions you might have about the site visit. We’ll bring some tips and tricks to help you prepare for your upcoming Accreditation Visit so that you can walk out energized to get started!

**Educational Breakout Session 6**
Friday, March 27, 3:30PM – 4:45PM

Creating a Cohesive and Connected Team...No Glue Required
*Roz & Jed Buck, Roz and Jed Training & Consulting*
If your staff, across every level, is cohesive and connected before camp begins, will that make a positive difference in this summer’s experience for every member of your camp community? When you think about the important messages that you want to convey to your staff as part of their training, is Teamwork one of them? Attendees will play and participate in a variety of teambuilding games and activities. We will discuss the value of connection and the benefits of working and living as a team at camp. You will take away an assortment of fun, interactive, and thought-provoking activities to implement into this summer’s staff training as you create and strengthen your cohesive and connected team.

Can You Hear Me Now? Working More Effectively With Parents in the Technological Era
*Bob Ditter*
Family groups chats and texts; scouring the Facebook pages of other parents; off-season social media bullying; parents who keep an overly keen eye on your summer postings: We live in an era where parents and their kids are immersed in technology. Let’s talk about some of the challenges this presents to you as a camp professional and what you can do to meet those challenges. While we see value in giving kids a break from their technology, their parents are not taking that same break!
Business Partnership Fundraising - Partners and Pitch Decks  
*Kelley Freridge, American Camp Association*
This session will cover the essentials of a good pitch deck, what brands and business are looking for in partnerships, and how to leverage your audience as influencers. Learn how to determine what potential business partners look like for your program and how to present opportunities to identified potential partners.

Suicide Talk; a Conversation to Create Awareness  
*Lori Hoffner, Supporting CommUnity, Inc.*
Suicide is a community health issue. Current statistics show that veterans, white men 65 and older, LGBTQ and teens as some of the highest risk groups. However, research also tells us that depression, one of the leading contributors to suicidal ideation, can be reduced with physical activity. Additionally, the ability to make connections with other people also reduces risk. Although suicide can be a very scary and difficult topic for many people to discuss, only an open and honest conversation about the issue of suicide helps remove the stigma and taboo. Every single person can participate in this type of conversation which helps to create a strong, positive community that encourages 'help-seeking' behavior for people that might be at-risk.

An Empathy-Based Approach to Behavioral Challenges: What Research Teaches Us About the Power of Camp  
*Mia Klinger, Daybreak Day Camp*
We have tried time outs, calls home, prizes, charts, points, incentives, and consequences, and yet some camper behaviors do not seem to change. This workshop will look at what research teaches us about behavior and why some of our traditional approaches have failed. We will discuss how empathy can guide our interventions and help us build trauma-sensitive, strong communities. Participants will leave with an understanding of the brain science involved in behavior and several strategies for working with campers. Finally we will celebrate our camps' special powers that help children with challenging behaviors find connections and success.

The Supervisor Challenge: Staff Hiring, Training, and Support  
*Terri Mulks, Camp Susan Curtis*
Campers need a cohesive and inspired staff team that creates a positive camp culture. Let's talk about how we hire, train, and maintain a strong staff team in our most challenging role as a supervisor. Discussion will include a template for group interviewing, comprehensive staff training, MESH support throughout the summer, and engineering difficult conversations to highlight the good.

Creating a Cushion of Safety for your Camp Waterfront  
*Cathy Scheder, Second Nature Partners, LLC*
Risk management is key for aquatic programs, but camps need to build a holistic approach to safety that is multifaceted. This session will focus on building a cushion of safety including appropriate certifications, skills assessment and verification, pre-camp and in-service training, and supervision of waterfront environments. The session will focus on: overview of aquatics programs and staffing requirements including ACA Standards; overview of pre-service training fundamentals and requirements including skills verification; overview of in-service training fundamentals, importance of consistent training clinics, physical fitness, and emergency response; and supervision requirements, processes and procedures of all aquatics staff.
**Beyond The Résumé: How to Talk About the Professional Value of Working at Camp to Non-Camp People**

*Daniel Shore, I'm Shore Research & Consulting*

In Summer 2019, Daniel launched his Initiative for Staff Professionally Explaining About Kamp (I-SPEAK) after his research showed that while camp staff know the professional value of their experiences working at camp, they face serious barriers when trying to convey this value in professional language to non-camp people (e.g. potential employers). In turn, this inability hinders staff retention because camp staff are unable to justify coming back to camp versus getting an industry-based job or internship. This is a storytelling workshop designed to provide tools and training strategies for helping your staff improve their ability to tell their camp experiences to non-camp audiences. This session is designed for camp leaders.

** Tradition: Anchoring or Alienating?**

*Lara Skinner, Girl Scouts of the Green and White Mountains*

Local history is an important way to learn about a community and its values. What better way to learn a local history than by talking with the people who live, or have lived, in the community? Camp communities are filled with history and with personal perceptions of what was tradition. Campers create their own traditions from year to year as well as hold up traditions that have survived the generations. What happens when the tradition becomes an alienating practice that keeps campers, and counselors, from welcoming new people into the program? Do your camp traditions anchor your camp values and mission? What does a tradition bring to your camp?

**Nature for the Un-Naturalist**

*Kathleen Stowell, Lake Sunapee Protective Association & Marijean Legnard Parry, Fleur de Lis Camp*

You don't have to be a Naturalist or have a Nature Center to lead fun and educational nature activities at camp! Come and participate in lots of hands-on activities that will help you and your campers become more aware and excited about the environment. You'll learn activities that can be done on the trail, in the field, at the lake, in those few minutes waiting for lunch, and definitely on a shoestring budget. Join us for a fun, hands-on session with lots of activities and a "Show and Tell" of low - or no - cost props and equipment.

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**Educational Breakout Session 7**

*Saturday, March 28, 10:45AM – 12:00PM*

**Transition Planning for Camp Owners**

*Jack Erler, Maine Youth Camp Association*

Many New England camps are privately owned. There comes a time in every camp owner's life to retire. If your only goal for retirement is to maximize the return from the sale of your camp, you don't need to attend this presentation. You only need to get rid of your buildings and sell your land for development. However, if you want your camp to continue to be one of the most important experiences in a child's life after you are gone, you will need to do some serious planning and work. This presentation is for you. This session is designed specifically for private camp owners and potential buyers.

**Be A Behavior Superhero (Practicing Powerful Behavior Management Strategies)**

*Emily Golinsky*

When best intentions aren't enough to save your camp from the Behaviors of Doom, you need <insert impressive voiceover guy here> Powerful Behavior Management Strategies (dah-dah-DAAAHHH)! Come learn and practice several specific strategies as we role-play how to handle those camper behaviors that nightmares are made of! When you leave this session, you'll be more confident using your behavior management skills to fight evil villains such as Bad Choice Charley, the Make Me Monster and even their boss level, the terrifying Neverending Aggressive Tantrum. (Pssst! Don't worry! These "villainous" behaviors are really a front for other emotions, and YOU have the power to make them disappear!)
Explore Nature With Your Campers (Even if You Aren’t an Expert)
Melissa Hansen, Mass Audubon's Broadmoor Nature Camp & Meghan Haslam, Mass Audubon's Drumlin Farm Camp
Feel more confident in your ability to lead campers in nature explorations! Become a scientist using your body's science tools: your senses. Connect your mind and body using the routine, I Notice, I Wonder, It Reminds Me Of. Have fun investigating live wetland creatures, where you will choose your favorite. Get to know it through observation, scientific drawing, partner discussions, and an identification guide. After becoming an expert, show it off to other participants during a Cool Creature Convention. You will leave the session knowing how to implement two specific routines developed by the BEETLES program at UC Berkeley, where they have researched and tested techniques proven effective for people to learn in the out of doors.

The WHY of Work; Aligning Passion and Strengths to Get the Job Done
Lori Hoffner, Supporting CommUnity, Inc.
Camp staff usually understand what they do for work, but can everyone articulate the "why" of their work? This session will help individuals identify their own personal strengths both external and internal and how to apply those strengths to the work they do and find work meaningful. We will outline steps for retention and sustainability using the four basic leadership practices that will empower camp staff to define the WHY of the work which in turn creates buy-in and loyalty for all levels of staff.

What Camps Need to Know About the Children's Online Privacy Protection Act
Isaac Mamyasky, Potomac Law Group, PLLC & Camp Zeke
Have you ever visited a particular camp’s website and then had ads for that camp follow you around the internet? Does your camp have an “information request” form that kids sometimes fill out? Countless camps implement these and other digital marketing strategies, which are considered best practices in the industry. However, without complying with the Children’s Online Privacy Protection Act, this type of marketing exposes camps to liability. This session is intended for management teams/decision-makers within camps.

Strategies for Successfully Navigating Camp with LGBT+ Campers
Kryss Shane, ThisIsKryss.com
We all know the adage that "Practice Makes Perfect" ...but what happens during the practice stage of change? This session offers guidance on how to find out what you don't know, how to update what you thought you knew, and what to do when mistakes happen. Rather than feeling flustered in the moment, come learn how to prepare for the unexpected and how to turn a stumble into a graceful dance move that supports campers rather than undermines your relationship with them!

From Onboarding to Retention: Signs That Your Staff Life Cycle is Healthy
Daniel Shore, I'm Shore Research & Consulting
Throughout the staff life cycle, camp leaders have opportunities to influence the staff experience. In this session, Daniel Shore, a camp-focused researcher, will discuss familiar elements of the staff life cycle (e.g. staff training, supervisor support) with his unique, evidence-based perspective on how you can add intentionality to your approach toward the staff experience. Daniel has partnered with tens of camps to collect data from staff about their feelings and attitudes and will translate his research into leadership strategies. In particular, these strategies will include how to identify signs of a healthy staff life cycle as well as how to evaluate and achieve your leadership goals around various elements of the staff experience.
Safer Waterfronts: Ten Hidden Accidents Waiting to Happen
Christopher Thurber, CampSpirit, LLC & Camp Belknap
Prevent accidents and promote safe practices by implementing these ten enhancements before next summer. Using video clips for inspiration, participants will be challenged to work different angles of the safe waterfront equation, including construction, instruction, supervision, and maintenance. Refine practices for staff training and lost bather drills and discuss the merits applicable laws and standards. This session concludes by debriefing incidents and sharing your top safety improvements.

Noodles, Balls, and Cones
Mac Wallace, Children's Island Day Camp/ Northshore YMCA, Garrett Coler, LVO Day Camp Director, & Pat Malone, LVO Sports Camp Director
With noodles, balls, cones, and an open space you can run any activity your imagination can come up with. We all know camp program supplies can really start to add up in our budgets. Being able to utilize inexpensive program supplies to build curriculum for campers of all ages, and groups of all sizes, can help cut down on those budget costs. In this session you will learn games for large, medium, and small groups using only Pool Noodles, Balls, and Cones. Whether you're looking for new evening activities, or week-long programming, you will be sure to take away a giant catalog of ideas for your camp. So come and learn, play, and have a whole lot of fun in this interactive game session.

Staff as Caregivers - The Importance of Self-Care in Creating Sustainable Enthusiasm and Engagement
Rebecca Zelis, Songadeewin of Keewaydin
How do you create an environment that supports the well-being of your staff? Many staff do not have the life-skills necessary to consistently maintain their energy, focus, enthusiasm, and well-being throughout the summer. This can result in burn-out, unreliable behavior, and even health problems. We will share a wellness program (and free online resources) that help staff assess their health behaviors and create a personal wellness plan before campers arrive. Self-care is presented as a personal responsibility to the camp community, making staff more aware of the importance of taking care of themselves, supporting each other, and asking for help when they need it.

Lunch & Learn Session 2
Saturday, March 28, 12:15PM – 1:00PM

EPIC Lunch & Learn
EPIC New England Committee members Kristy Andrews, Camp Wawenock & Jonathan Caflun, Camp Wekeela
Whether you're a summer employee or new to a year-round role, come meet other professionals in a similar career stage to share and discuss ideas at this Lunch & Learn session. Using facilitated large and small group discussion, we will cover topics specific to emerging professionals in camping, like: How can we appropriately create change at our organizations? How do we navigate the middle-management when often we are the only middle-manager? How do we balance our friendships at camp with our leadership responsibilities? Join us as we discuss and share thoughts through these questions and more!
Group Discussion of Legal Questions Impacting the Industry  
*Isaac Mamyasky, Potomac Law Group, PLLC & Camp Zeke*

This small group session is intended for owners, executive directors, and other senior organizational professionals to have an informal group discussion about our collective legal challenges in the camp industry. The discussion might include: employment agreements; staff handbooks; staff separations; camper participation agreements; liability waivers; retreat agreements; state camp regulations; mandatory reporting obligations; lawsuits against camps; and similar topics. Exact discussion topics will be determined by questions presented by the participants. Please post any questions you have on the discussion page for this session in the Guidebook app.

Youth At-Risk in Camp: A Round Table Discussion  
*Terri Mulks, Camp Susan Curtis*

Join a vibrant conversation that centers around offering camp experiences to youth who might not otherwise have the opportunity. The topics will be driven by participants and may include staff recruitment and training, camper behavior management, trauma-informed programs and activities, and the rewards and challenges of working with at-risk youth in a camp program.

Attraction for Catastrophe: Waterfront Toys and Risk Management Considerations  
*Cathy Scheder, Second Nature Partners, LLC*

The hottest activity on the water is the introduction of aquaparks to the camp and recreational environment. Many floating activities (blobs, icebergs, water trampolines, etc.) have blind spots which necessitate additional lifeguards for full zone supervision and unique rules for safety. This session will focus on minimizing risk with these popular activities so you can avoid catastrophe.

Educational Breakout Session 8  
Saturday, March 28, 1:15PM – 2:30PM

Train Your Staff to Greatness Using Impactful Teachable Moments  
*Roz & Jed Buck, Roz and Jed Training & Consulting*

How do you create the teachable moments that empower your staff to act as positive role models and mentors for your campers? Experiential learning, combined with meaningful reflection and debriefs, provides the tools you need to effectively communicate to your staff your key training messages that are consistent with your camp’s culture. We will introduce, play, and effectively debrief a variety of activities that will add intentionality to your staff training and bring out the greatness in your staff. You will leave this session with a collection of exciting and interactive ideas that you can easily incorporate into your Summer 2020 Staff Orientation.

Delegation Can Be Learned: Here’s How  
*Stephanie "Ruby" Compton, Ruby Outdoors*

We all know we need to do it and yet, delegating tasks is often identified as one of the most difficult skills to master. During this session, Ruby breaks down how we are thinking about delegation all wrong, what we can do and what we can say for the best chances for the job to be done right the first time. During this session, participants also learn how to set up routine feedback loops and how to trust and verify the work being done without being a micromanager. This 60-minute workshop will earn attendees hours of time back in their summers simply by teaching them to utilize their newfound productive delegation skills.
CIT Up or CIT Down – Successes and Failures in CIT/LIT Programming
Zach d’Arbeloff & Becky Gilles, Mass Audubon
Do you want to take your CIT/LIT program to the next level? Need ideas to refresh? Join us for a round table discussion on recent successes and failures in CIT/LIT programming! We’ll talk about different structures for CIT/LIT programs, how they are changing as generations shift, and strategies different camps have used to get the most out of their CIT/LIT programs. Come ready to share ideas and learn from your peers! We will look at both day and residential camp programs.

More Than Just Ice Breakers: 5 Must-Do Staff Relationship Building Activities
Stephen Maguire, Go Turnstone
Please stop doing ice breakers! They can be 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 participate in 5 staff relationship building activities that will change the way you look at how your staff gets to know each other.

Staff to Camper Conduct - How to Train Your Staff and Volunteers
Ian Moorhouse, Dexter Southfield
No one is ever going to say that training staff and volunteers on appropriate conduct with campers is the easiest and best session to teach, when in reality, it is the worst! However, during this session you will learn easy and practical ways to teach your staff teams and leave with the resources you need to present a training successfully.

ACA's Youth Impact Study Update
Thayer Raines, Research Advisory Committee (REAC)/ American Camp Association
Learn about the latest research findings from the American Camp Association's Youth Impact Study that is designed to discover the impact of the camp experience on a child's developmental success in school, career, and life. Research may serve as a powerful tool for explaining the value of the camp experience to parents, for marketing, grant writing, training staff, and for the design of programs that have high-quality impact. Participants will have the opportunity to consider what the findings mean for their camps and for the future of the national camp community. Come hear what has been shown to have a lasting impact and what has been learned so far from this 5-year national study.

Campocalypse
Christopher Thurber, CampSpirit, LLC & Camp Belknap
Working precariously and without a net, harness, or crystal ball, psychologist Chris Thurber will shock and awe the camp world by revealing the six disruptive forces that will jeopardize all youth programs in the coming years. Join a robust debate about the end of camp as we know it. Wax philosophical about the positive youth development event horizon. Above all, learn to preserve the essential core of your program in the face of looming threats. Ignore this session at your own risk.

Why Are All the Black/ Asian/ LGBTQIA Campers Hanging out Together?
Nikki Turpin, Concord Academy Summer Camp
Increase awareness of ethnic identity and development in children of color and explore how environments directly affect their overall health. Attendees will discuss the correlation between identity development, achievement, and well-being. We will examine how we can support and be allies to children who feel "othered" in a time where outcasting is more accepted than ever in certain populations. We will also learn how the last 25 years of our country's history have shaped children's social identity and our own hidden biases, and how identifying those helps us connect to others. How do we ensure a safe space for all campers? How do we support staff who may feel awkward or ill-equipped to address uncomfortable but damaging interactions?
Adaptability Versus Accessibility: Creating Inclusive Environments Within Your Own Programming
Dawn Schaffhauser & Mary Willard-Robinson, Pine Tree Camp
With inclusion in the camping world on everyone's mind, how do we continue creating inclusive spaces while holding true to our own history and traditions? This session will spark the conversation about how we, as camping professionals, can help facilitate all of our camper's success by adapting our activities to meet their needs. We will take you through the history of special needs camping and how the needs of our young people have changed throughout the years. We will touch on how the ADA, IDEA, and other federal legislation plays into summer camps. We will look into the difference between adaptability versus accessibility and try our hand at adapting everyday activities to meet a wide variety of our campers' abilities.

Educational Breakout Session 9
Saturday, March 28, 2:40PM – 3:55PM

Understanding the Entire Counselor Experience to Better Support Staff
Benjamin Aronson, Needham Youth and Family Services
Have you ever walked away from a counselor shaking your head and wondering if you're even on the same planet as your staff? Summer camp staff have many talents, one of which is making their supervisors want to pull out their hair. Throughout this session we will explore the developmental skill sets of the young adults we employ as counselors and seek to understand how those abilities impact their problem solving and decision making approaches. We will then identify effective strategies and approaches that camp supervisors can take to support staff members. Participants will leave this session with new insights and strategies to support and encourage their staff!

Reasons Behind Negative Behaviors & How to Manage Them
Emily Chaleff, Camp Alsing
Is a camper refusing to participate? Is a staff member sure they "can't handle it"? Is someone freaking out over the 'smallest' disappointment? These behaviors, in kids and staff, both neuro-typical and neuro-diverse, are a fact of life at camp. This session will teach concepts about what motivates this type of behavior, why campers and staff feel they are in a state of chaos, and as a result, how to manage the behavior once it occurs. We will learn skills and strategies to build confidence in campers and staff to know they can “push through” and be successful.

Fun with the Sun
Girl Scouts of Eastern MA staff
Come create artistic ways to capture and enhance the beauty of sunlight. We'll be gluing, taping, tearing, cutting, melting our way into unique designs that create colorful settings for the sun to shine though and brighten any space. Come ready to create and learn three or four designs, but leave with ideas for several more.

Staff Interviews - How to Find the Right People for Your Camp Community
Rick Mades, Maine Arts Camp
We will be exploring the following: What are the positive qualities that we have observed in successful staff? How can we really get to know an applicant during the interview process? What are the questions to ask that will indicate whether applicants can succeed at our camp? How can we structure the interview to make the follow up with references helpful? What sort of questions can we ask references? What is the best way to contact references? If a second, and shorter interview, is necessary, how will our approach differ from the initial interview? We will break into small groups during the workshop to best allow for a true flow of ideas and concrete suggestions, questions to ask, and more.
Kids Can Be a Mess: How to Teach Your Staff What Really Working with Kids is Like Before it's Too Late

Stephen Maguire, Go Turnstone

We need to get MUCH better, as industry, at teaching staff the reality of working with kids at camp. Kids are messy, loud, late, dirty and a bunch of other adjectives we don't often talk about. This session will give you all the takeaways your need to paint a more reality based picture of kids during staff training so you get the best quality staff you can in the summer of 2020.

Supporting Positive Mental Health and Building Resilience in Campers and Staff

Jon Mattleman, Minding Your Mind

Join Clinician Jon Mattleman in an interactive and engaging presentation providing a survey of relevant mental health topics impacting campers and staff alike, including anxiety, depression, home sickness, self-harm, and suicidal ideation/statements. Gain the information and skills to support your team and the youth you serve to develop and maintain a supportive environment that helps to build resilience. Jon has worked with a variety of summer camp administrators and staff on this topic and knows that each camp is a unique environment. He utilizes a variety of engaging techniques to create a supportive environment allowing for robust discussion of these sensitive topics.

Hard Conversations Don't Have To Be So Hard

Marijene Parry, Fleur de Lis Camp

Have you had a hard conversation that has gone badly? Do you find yourself dreading hard feedback conversations with staff members about their work or behavior? Would it be helpful to have a framework that you and your peers share to navigate problems? Learn how best to prepare for and manage these moments so that your hard conversation can be a positive experience for growth and learning for everyone involved and can actually result in stronger relationships. These simple techniques and ways of thinking about preparing for and having hard conversations will be shared, demonstrated, and practiced in this interactive session. You may even find yourself ready to tackle your own challenging situation when you walk out the door!

Believe it or Not: The Gang in My Camp - Lessons Learned from Crisis in Camp

Cathy Scheder, Second Nature Partners, LLC

It was just another week of camp... or so we thought. This session shares a unique situation where as events unfolded the situation worsened to a crisis level where camper and staff safety was soon to be compromised. Join us for this engaging and dynamic session describing actual crisis in camp, steps taken, and lessons learned. The presenter will share with you the unbelievable story of this actual event, walk you through a crisis response exercise (how would you respond?), and share with you the outcomes from their experiences.

A Camper Is Transgender... Now What?

Kryss Shane, ThisIsKryss.com

This session will focus on how to create policies and procedures that address and support the needs of transgender campers. Whether your camp receives an inquiry call asking if the camp is safe, whether the family lets you know in advance, or whether you discover the camper is transgender during the camp experience, this session will guide you on what to do to create the best possible experience for all!