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Session Information

Educational Breakout Session 1

Thursday, March 28, 9:30AM - 10:45AM

Yesterday, Today, and Tomorrow: Discovering Staffing Strategies That Work

Kim Aycock, Camp 2 Campus Learning Solutions

Let's face it! Yesterday's hiring practices aren't achieving the results needed to get staff to work at camp in today's world. Stack the odds in your favor for tomorrow by understanding the latest staffing trends and brainstorming promising practices for recruiting and hiring. Learn initial findings from the ACA Task Force, "Project Real Job", to help overcome the realities of filling staff positions and focus your energy with effective tactics for this year's hiring season!

Sexual Harassment

Rachel Bayar, T&M Protection Resources, LLC

In an era of increased scrutiny surrounding all types of workplace interactions, how can camps effectively educate their staff about sexual harassment while still promoting a sense of camp community? This session offers a roadmap to help you train your staff on your sexual harassment policies in a way that empowers staff to cultivate healthy relationships with each other and create a culture of accountability when it comes to the issues surrounding sexual harassment.

The Art and Science of Writing Effective Goals

Laurie Browne, American Camp Association

We use goals to guide and energize much of what we do at camp: income, enrollment, staffing, grant writing, and capital campaigns - to name a few. But writing goals can be tricky, especially when we need to write them for outside audiences, like funders or community partners. This session will explore the art and science of writing effective goals and strategies not only for writing effective goals but for using them to guide your work. Participants will practice writing goals and troubleshoot things that might impact if and how those goals are used.

It's so Much More Than a Ropes Course!

Sarah Derick & Gabi Tetelman, WingSpeed Adventures

A challenge course is a great addition to your facility, but are you really using it to its full advantage? Come talk with challenge course professionals about new ways to use your challenge course! Think outside the box with us and learn new ways to incorporate your challenge course elements into your programming. The trainers from WingSpeed Adventures want to discuss ways to do more with what you already have.

Large Group Activities for Building Community, Connection, Empathy, and FUNN

Jeff Frigon, The Browne Center

This speaker has found himself in the "interesting" position of facilitating large and what he calls "supermassive" groups (100-4000) in conversation. An experience that involved more than a few terrified moments. Build your bag of tricks and skills in working with large groups and perhaps save a small amount of terror in front of a lot of expectant faces! This active session will have folks up and about participating in activities that will help break the ice and build momentum and connection as well as have FUNN (Functional Understanding Not Necessary). Fun tools will be used to split crowds into groups as well as some large-scale teambuilding activities.

Why Can't You All Just Get Along?

Emily Golinsky, Camp Starfish

Some kids are social butterflies; others might be better described as social awkward tacos. For youth struggling with lagging social skills, navigating the camp experience can be stressful, tiring, and ostracizing. In other words, exactly the opposite of what the brochure told Mom it would be! You don't have the staff ratio to hold each child's hand - literally - and get them through camp, but you do need them to start "thinking inside the group." Come learn the basics of setting up children for social success; including several techniques staff can use to encourage friendship building, scaffold camper interactions, and help "those kids" get out of their own way and make friends at camp!

Supporting Child Campers in Managing Stress

Taylor Levesque, Jessica Pappagianopoulos, MGH Aspire Program

Camp is composed of inherently stressful activities. To best support young 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 child campers and provide specific 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.

Summer Camp as a Force for 21st Century Learning: What Creativity Is and How to Use It at Your Camp

Myles Lynch, University of New Hampshire

As work demands grow more complex, creativity has often been described as one of the most important skills for the 21st century workforce. While few studies have specifically addressed creativity in summer camp, it could provide an ideal location to foster and maintain skills associated with creativity. Creativity is an essential tool for creating a healthy and fun camp culture among staff and campers. During this session you will learn about past and present research on creativity, as well as take a divergent thinking "assessment". Additionally, this session will provide you with definitions to better understand creativity and incorporate it into your camp culture and staff training. Practical application of research and theory associated with creativity will be discussed.

Board of Directors: Tips and Pitfalls

Matthew Vahlberg, FunFangle

The Board of Directors is one of the most important parts of an organization's governance structure. When run well, others get the credit deservedly, making for a thankless task. When run poorly, it has the ability to take down the whole ship with it. Learn about ten all-too-common mistakes that are made by those that are involved in this critical organizational element, and what can be done to avoid these missteps.

Designing Effective Staff Training to Support Camper Mental Health

Elise Wulff, MGH Aspire Program

Whether or not your camp currently serves individuals with disclosed special needs or those who are typically developing, all campers deserve the benefit of the best care in their mental and physical health. Summer camps are epicenters for the appreciation of neurodiversity and places where our campers can explore who they are and who they want to be. While most camp programs go to extreme lengths comply with health and safety regulations that protect the well-being of our campers, it is not often the case that a program goes to the same lengths to provide effective staff training around how to best support campers in their mental health, social relationships, stress management, and self-awareness.

Educational Breakout Session 2

Thursday, March 28, 11:00AM - 12:15PM

Abuse and Boundaries

Rachel Bayar, T&M Protection Resources, LLC

Every camp can face an allegation or incident of child abuse. Camp staff need to understand how to identify and respond effectively to incidents and allegations of child abuse in the camp setting. This session will educate participants about the “myths and facts” of child abuse, and abusers and explore best practices for reacting and responding to a disclosure by a camper of alleged or suspected abuse. It will also offer a roadmap to understanding how physical and emotional boundary guidelines can be incorporated into the camp environment in a way that is reasonable, respects independence and empowers staff to cultivate healthy relationships with campers while keeping everyone safe.

Get the MESH-age out and Expand Your MESH Toolbox

Linda Ebner Erceg, RN, MS, PHN, Association of Camp Nurses

Responding to the mental, emotional and social health (MESH) needs of campers and staff is both important to maintaining a quality camp program, while also challenging for camp professionals who are not mental health professionals. Often desiring to be as inclusive as possible, that desire must be balanced by the MESH care available at a camp, the expertise of staff, and the nature of the camp program. Addressing this concern is a focus of the Healthy Camps Initiative; this session highlights strategies identified by that initiative. If MESH concerns challenge your leadership, then this session is for you!

Social-Emotional Learning (SEL) and the Camp Experience

Georgia Hall, National Institute on Out-of-School Time, Wellesley College

"Social and emotional learning" (SEL) has become the umbrella term for an entire set of skills, attitudes, and behaviors that are commonly a focus of high quality youth development experiences. This session will take a deeper dive to explore camping program practices connected to SEL and implications for staffing, professional development, measurement, and program planning.

Coaching Your Staff: Develop Your Staff Culture with Intentional Coaching

Danny Herz, URJ 6 Points Sports Academy

Join Coach Danny Herz, the dynamic speaker and Director of 6 Points Sports Academy, as he shares how he uses his coaching techniques to build the culture for staff at 6 Points. Danny will share the details of his staff development ideas that has led to dozens of former assistant coaches becoming head coaches, and dozens of former camp staff members moving on to successful leadership positions of their own. Participants will leave the session with knowledge that can be applied at their camps this summer on how to build a culture of teamwork, responsibility, accountability, and intentionality - which will help build the next generation of leaders in the camping industry.

Waterfront-Wide Safety Systems - How to Maximize the Human Element of Your Camp Waterfront

Josh Holland, Waterfront Leadership School / Camp Cobbossee for Boys

More often than not, camp lifeguards and waterfront staff are certified for indoor pools and controlled environments like water parks. Camp waterfronts are more dynamic, more varied, and offer more challenges than conventional aquatic environments. The gap between these two spheres is a liability exposure for summer camps. It is also a growth opportunity. Through careful preparation and 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, or program director with actionable steps toward a more safe waterfront.

Downtime Fillers

Cheryl Oliveira, Mass Audubon Wildwood Camp

Staff at all types of camp have down time. Waiting for a meal, for a bus, for swim lessons, unexpected weather that changes our plan, or even just break time. Staff at all camps can benefit from having a back pocket full of tools. At this session staff will walk away with different activities to play when they have 5-10 minutes of time to fill. Some of the games you will learn can be carried over from one bit of down time to another. This is a hands-on workshop and we will all get to play and have a great time learning.

Behavior Is Communication

Jennifer O'Rourke & Taylor Levesque, MGH Aspire Program

All behavior is communication. It is essential to look for the purpose and meaning behind the behavior and chase the why. Often times we look at behavior and think, what should the consequence be? Or that this child just doesn't want to listen. What we should really be looking at is - What skills does the child need to build or learn? This session will dive deeper into the why behind behavior and how to determine what skills may be lagging, what needs a child is trying to meet, and what the purpose behind their behavior is.

Making Camps a More Human Experience: Promoting Our Agency

Anthony Rao, Behavioral Solutions

"Human Agency" is essential to promoting our best human qualities and talents, but there hasn't been a practical program that's easy to implement - until now. We will define what "Human Agency" is, why it's essential, and how it needs to be front and center to the camp experience. We've discovered 7 principles that promote agency in children and adults. These are teachable strategies to bolster confidence, combat anxiety, foster open-mindedness, and improve social relationships.

The Anxious Camper and the Camper Who Is Anxious

Jill Vetstein, Nurturing Parents and Teachers

Some campers are extremely anxious and some have worries, but are not labeled as anxious. Often these children have behaviors that puzzle staff. This training will explain what anxiety can look like in different people. It will explain how anxiety works. You will learn strategies to support a child who is anxious, worried, or is home sick. You will have the skills to teach your staff how to identify anxiety in children and support them through it.

Saving the Planet and Saving Money with Clean Energy

Dan Weeks, ReVision Energy & Jody Skelton, YMCA Camp Huckins

Address energy supply and demand concerns to maximize efficiency and to meet renewable energy goals. Focus on reducing energy use and harnessing solar energy to shave peak demand and to control electric costs while saving energy dollars and curbing fossil fuel use. Explore various funding mechanisms and available incentives. Involve Camp Huckins representative as a case study on transition to clean energy.

Lunch & Learn Session 1

Thursday, March 28, 12:30PM - 1:15PM

Hot Topics From Summer 2018

Beth Johns-Thomas, Boston College High

Join your colleagues in an attendee-led discussion about hot topics from summer 2018 such as vaping and cell phones/technology at camp. Reflecting on last summer will help you prepare for this coming summer. Come with ideas since you'll drive the agenda!

At-Risk Roundtable

Terri Mulks, Camp Susan Curtis

An opportunity for camp professionals to share best practices, rewards, challenges, tricks of the trade, and more with a specific emphasis on an at-risk population. Exchange ideas on curriculum, program, staff MESH, and more.

What Is Your Hook in Staff Hiring?

Whit Ryan, Wyonegonic Camps

How can we do it better? Come ready to learn and share ideas about staff retention, hiring new staff, merging old and new, and fostering professional growth throughout the camp season. It begins with the hiring process and continues throughout the summer. It seems to be getting harder and harder to hire staff as the competition with internships and higher paying jobs increase. What is your hook? How can we help staff to land at the right camp? Once they choose your camp, how do you keep them challenged and happy? Camp staff need to walk away with a skill set that will help them prepare or continue to grow in their careers. Come ready to learn new strategies and share your successes.

Educational Breakout Session 3

Friday, March 29, 9:00AM – 10:15AM

Got 10 Minutes?: Valuable Leadership Nuggets in Under 1/4 Hour

Kim Aycock, Camp 2 Campus Learning Solutions

Ten minutes never seems like enough time to actually get something meaningful done. While every day has the same number of hours, we have to make time vs. find time during the busy camp season in order to use each minute productively. Ten minutes is actually the perfect amount to invest in your leadership team on a daily basis with a valuable mini-lesson on mindfulness, team building, or much needed ongoing training. See how bite-sized nuggets and micro-learning add up over the summer to help your admin team feel less stressed, more cohesive, and better prepared for each day!

How to Make Your Camp Sensory Smart for Children with Sensitive Systems

Tara Jane Bessette, MS, OTR/L, Kingston's Camp

Does your camp have children that refuse to put their shoes on after swim lessons? Or ones that get overwhelmed by the noise in the cafeteria? That child may have difficulties processing sensory-based information. This can make it difficult for a child to engage and participate in typical camp activities throughout the day. In this session you will learn how to identify common signs of children having difficulty with sensory processing, and practical strategies to support them so they can be engaged, included, and comfortable at your camp. Learn how to make your camp Sensory Smart, from a sensory integration trained occupational therapist so everyone can enjoy the summer fun.

ACA's Youth Impact Study: New Research on the Lasting Impacts of Camp

Laurie Browne, American Camp Association

Camp research is a powerful tool that can be used to market the value of camp to parents, secure grant funding, train staff, and design impactful and high-quality camp programs. Join us in this discussion-based session to learn about a national, five-year study of the lasting impacts of camp and what has been learned so far. Participants will be invited to think about how these findings can be used at their camp, and what they mean for our national camp community. We will also explore some of the key studies presented at the ACA Camp Research Forum and discuss challenges and opportunities affecting camp research today.

Top Ten Team Building Activities

Jim Cain, Teamwork & Teamplay

Team Building guru Dr. Jim Cain shares his Top Ten team building activities, from icebreakers to team challenges to creative debriefing techniques.

The Gen Z Frequency: Learning to Communicate and Connect with Gen Z

Bob Ditter

If you are confounded by the ways your staff communicate and want to know the five essential factors for engaging with this generation - come to this practical, fact-filled and powerful session. Gen Z grew up on social media; instant virtual access in a world driven by opinion and a glut of information. Learn how to communicate, build community, conduct staff training in ways that reach them. If you have staff ages 16-22, you will find this session eye-opening.

Issues That Impact Camp Health Services: Developing Your Professional Response

Linda Ebner Erceg, RN, MS, PHN, Association of Camp Nurses

Dust off your crystal ball as we look at the emerging aspects of the health world with potential to impact the services you provide. Grounded in reality, content focuses on a pro-active position so you have the flexibility and capacity to respond as threats, concerns, and new information continue to unfold. This session is particularly impactful for those who make their camp's health decisions. It includes resources that support one's need for access to reliable information.

Does Your Tradition Meet Your Mission?

Katie Johnson, The Redwoods Group

Tradition. It is woven into the fabric of our camp programs and rooted deep into our camp culture. But are your traditions meeting your camp mission? Join us as we dive into this complex topic for a discussion about camp traditions, who they are for, and how they help us to deliver our mission. Be ready to discuss some of the traditions at your camp and how they contribute, or don't, to your mission!

International Staffing Best Practices

Jerry Lerman & Justice Goracke, Camp Leaders

The session takes a look at how to best incorporate international staff into your camp community. Through a combination of data collected from international staff's personal experiences as well as camp director feedback we will illuminate the most effective tactics that allow a camp to foster a positive environment for their staff. We will highlight some critical data points we have discovered as well as share examples of activities and methods we have found to be effective in the building of your own international staff culture. Finally we will discuss the evident cultural and social differences that define the new generation of international staff. *J-1 Visa topics will be discussed in the Government Affairs Update Session this afternoon during Session 6.*

Follow Your Nose: Creating Connections with Nature for the Non-Naturalist

Kirsten Lindquist & Zach D'Arbeloff, Mass Audubon - Joppa Flats Education Center

Kids are living increasingly more indoors, and camp can be a critical opportunity for them to learn formative experiences in the outdoors. But, they need the help of a grown-up to safely get outside and engaged. Never been a birdwatcher, nature-geek, or outdoors-person? Never fear! In this workshop, you'll learn approachable strategies for engaging your campers in the outdoors - without having a naturalist background. Packed with fun, sensory and wonder-based activities, resources for continued learning, and opportunities to discuss ideas with your colleagues, you'll leave with everything you need to be an impactful nature mentor.

The Supervisor Challenge: Rise Up!

Terri Mulks, Camp Susan Curtis

Share your supervisory experiences and learn to implement tips, tools, and best practices for those tough days when being a Camp Director is less about leadership and more about management. Focus on the before (building your team), during (assessment and appraisal, sensitive conversations, staff MESH), and after (the dreaded termination of employment). A practical and creative application led by a current Camp Director who rises to meet the challenge every day.

Yikes! Asking for Money

Posie Taylor, The Aloha Foundation

No one likes to ask for money, right? Even after many years, this speaker will lose sleep the night before asking for support, but her method of gentle engagement and dedicated donor-centric stewardship results in long-term, generous givers and new organization supporters. So join us to talk about how to ask with courage, if not comfort and to feel great about the whole experience!

Educational Breakout Session 4

Friday, March 29, 11:00AM - 12:15PM

Camp Admins Unite: Let's Chat About All Things Financial

Josh Bradshaw, CampBrain

Join this panel of seasoned administrators and directors as we delve into the details of financial management. What types of fees are charged and discounts offered by other similar camps? What are other camps offering for payment options and payment plans? How does your cancellation policy compare? Do you have collection issues and what has been your most effective plan to solve them? This is a collaborative session for us to discuss and share unique ideas and best practices - expect to question your current methods and share your great ideas. Ideal for those involved in the administration of camp!

New Data on Camp Staffing, Compensation, and Benefits: How Does Your Camp Compare?

Laurie Browne, American Camp Association

Benchmarking is a powerful strategy that can help you make sound decisions related to staffing, compensation, and benefits. In this session, we will look at new data gathered from camps in New England and discuss ways you can use this information as a benchmark for your camp planning. We will also explore year-to-year trends related to camp staffing, compensation, and benefits and discuss future directions based on factors affecting how camps recruit, train, and compensate their staff.

STEM and Sailing: Fun Activities for Your Entire Waterfront

Jen Guimaraes, US Sailing

The U.S. Sailing Reach Program utilizes sailing as an educational platform. Challenging youth to embrace education, it establishes a love of learning and explores productive Science, Technology, Engineering, and Math (STEM) based careers. Combining educators and instructors with today's youth provides them with a one of a kind authentic learning experience. This presentation will include an overview of teaching techniques for hands-on lessons with youth. It will dig into a curriculum that has different lessons around a variety of STEM topics that can be used in all waterfront areas from swimming to sailing and paddling. The presentation also includes time for attendees to complete one of the modules.

Gender Identity 101

Andrew Harris, MGH Aspire Program

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, it's likely you will soon. This session will provide foundational information about topics related to gender identity and provide plenty of time for questions and answers. 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.

Mental Health Trends Affecting Camps: Practical Tools for Addressing This Challenging Topic

Grame Marshall, Camp America & Stacey Oflin, LCSW, YMCA of the Redwoods

Mental health trends, both domestic and abroad, are influencing how camps recruit, screen, train, and support staff. The increasing number of youth with mental health diagnoses including depression, anxiety, self harm or suicidal thoughts, coupled with the rise of campers and staff on medications have large implications on upcoming staff teams. Using recent case studies, camp leadership will be given information on how to best work through common mental health situations.

Become a Data Storyteller

Karyn L Martin, PhD, Girl Scouts of the Green and White Mountains

Picture a sunny, hot summer day at camp, and a group of campers laughing and splashing at the lake. One camper is teaching another to paddle their canoe. Together, they navigate through the lily pads and out into open water. A group of campers is encouraging a friend to dive off the swim platform, and cheers wildly when the dive is completed. To become successful adults, children need to develop positive relationships with others, and at our camp, 95% of campers built trust and 100% made new friends this summer. Bring your camp evaluation data to this workshop, and practice techniques for communicating your data and using existing study data to communicate the impact of your camp program to camp families and community stakeholders.

Are You in Compliance with Your Plans? Developing an Emergency Action Plan

Bryan Martineau, BAM Safety & Security

An Emergency Action Plan (EAP) is a written procedure detailing the appropriate response to various types of emergencies. An EAP is an essential component of an organization's safety procedures. Creating an EAP and training employees on how to follow it can greatly reduce injuries, property damage, and can ensure the safety of visitors, campers, and staff in the event of an emergency.

Why Is Nature so Critical? How Is Exposure to Nature Helping Kids Deal with the Rise of National Anxiety?

Anthony Rao, Behavioral Solutions & Becky Gilles, Mass Audubon Wildwood Camp

We will explore the high stress that is affecting children nationally and how nature-based programs are showing remarkable success in decreasing childhood anxiety. Why? What is it specifically about nature and the camp experience that we should better understand and emphasize? Camps are also facing this rise in anxiety, and each year it seems to get worse. There is no simple solution. Join us and share your experiences so that we can all learn together.

How Do You Build and Strengthen Your Leadership Training Program?

Whit Ryan, Wyonegonic Camps

Participants in your program are your future leaders. How do you teach and give this group the opportunity to lead within your camp so they are ready for the next step - being a "rock star" young staff member? This program is key in the future hiring for your camp. Discover how to run a solid program that balances camper transition and leadership development. What are the key ingredients that attract this age back to camp? Learn how to make your program selective and meaningful. Whether you offer a full season program or a weekly one, the program needs to be complete with set outcomes. Come ready to share and learn.

Rock, Paper, Scissors, Shoe?

Doug Sutherland, Barbara C. Harris Camp and Conference Center

The camp world is full of places where you need to focus and multi-task. Games and team building activities can provide fun and insightful opportunities for staff members and campers. How about combining Rock, Paper, Scissors with Tic Tac Toe? Minefield with Tanks? Human Knot on a Giant Teeter Tooter? Let's try it! Sometimes it is the process that makes the group stronger.

Intelligent Failure

Dr. Christopher Thurber, CampSpirit & Expert Online Training

Failure is natural, educational, and essential for strong character development. Yet despite clear research on the value of gritty learning from persistent failure, parents, and schools reward perfection. The result is campers and staff who lack resilience, report high levels of stress, and implode under pressure. Learn how to reverse this trend by making "Intelligent Failure" a source of pride. By teaching staff and campers to mine failure for wisdom, success becomes imminent.

Educational Breakout Session 5

Friday, March 29, 2:00PM – 3:15PM

The Business of Camp

Eric Arnold & John Carroll, Hale

All the fun of the summer drains away quickly if the financials of camp aren't in order. This session will dive into three topics at both the high level and in detail. 1) Creating your budget and comparing it to the recent ACA Camp Business Operations Report; 2) Using dashboards to present financial metrics graphically to your stakeholders; 3) Developing key assumptions to build a multi-year pro forma. Of course, we will also sneak in a few of our favorite tricks in Excel.

Camp on a Resume: Help Staff Get it Write

Kim Aycock, Camp 2 Campus Learning Solutions

It goes without saying that camp makes a huge difference in the lives of staff. We also know that staff develop 21st Century skills such as communication, critical thinking, collaboration, and creativity by working at camp. Yet, staff members are often challenged to translate this to a resume that will be attractive to future employers. Camp and university career services perspectives unite in this session to provide resume preparation tips so you can lead a compelling resume writing workshop this summer. A value-added component to staff development!

Management 101 for Staff Who Are Supervising Others for the First Time

Ruby Compton, Ruby Outdoors

You've finally secured that head counselor or program coordinator role this summer and you will be supervising other staff members for the first time. Whether your staff is made up of friends, former coworkers, or folks who are brand new to you, this session will share the best practices for being a good boss to your employees and help you avoid some of the most common mistakes made by first-time managers.

Body Lingo Bingo - It's Not Always What You Say but How You Say It!

Alexis Dascoulias, Camp CenterStage

One of the most pervasive forms of communication is our body language! Explore non-verbal communication including posture, gestures, body shifting, eye contact, and facial expressions. Take control of a group before speaking a word. This extremely interactive session will give you more confidence and teach you how to read others while understanding what your body language is telling others. Great session to repeat and use during your staff training! Identify body language indicators from campers, parents, and staff. Present yourself with positive body language that others will perceive as confident and in control. Body language techniques when working with large groups and tools in teaching the importance of body language to your staff.

Active Shooters: Prevention and Planning

James Hart, Camp Mowglis

Discuss the current challenges and threats presented by active shooters, the current protocols utilized by various organizations and the logic behind their methods. Learn the process that Camp Mowglis used in revisiting their own policies, how they came to their current plan, and some tips in making your own.

Rhythmic Creativity and Jamming: Activities for Team Building in Camp

Adam Issadore, Path To Rhythm

In this interactive session, participants will learn how to facilitate activities based on rhythm and drumming. The goal is to have fun by working together to create group rhythm using hand claps, snaps, beat boxing, and boom whackers. There will be opportunity for participants to practice leading and facilitating. Come have fun, learn, and jam together. These activities can be used for team building and creating a stronger sense of community. Introduce these ideas with staff at staff trainings and pre-camp orientation so that staff are able to lead them with campers.

Creating a Safe and Affirming Space for Non-Binary Campers

Jessica Pappagianopoulos & Andrew Harris, MGH Aspire Program

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 will include camp administration, local laws related to gender identity discrimination, and ample time for questions and answers will also be provided. 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.

Moving from Best Practices to Standards for Inclusive Camping

Gary Siperstein & Mark Spolidoro, Center for Social Development and Education

Newly-developed standards for the inclusion of campers with disabilities will provide the framework for a discussion of best practices in inclusive recreation and an assessment of your camp's inclusive practices. Examples of best practices will be shared to guide your camp in promoting inclusion across multiple domains, such as staffing and programming. This session targets camps with all levels of experience in inclusion, from newcomers to those that are well-established in inclusion.

Maximum Impact CAPX: How to Solve Two Problems with One Construction Project

Marie S.A. Sorensen, AIA, Sorensen Partners | Architects + Planners, Inc.

How do you plan for and ensure your next \$100-\$500K CAPX is spent on the right camp facility? Learn about buildings that: (a) Can be used for multiple different activities; (b) Create space for more campers to participate at the same time; and (c) Make key moments at camp function better. Do you want to build or renovate a dining hall, lodge, rec. hall, or multi-use structure? Improve an activity or sports area? Make camp ritual and event space more memorable? Figure out where to put your rainy-day space? See examples from successful projects, learn how to engage with architects and contractors, and get a handle on permitting issues. Participants will be invited to share and discuss facilities strategies with others in a round-table format.

Elephant in the Room: Panel Discussion

Doug Sutherland, Barbara C. Harris Camp and Conference Center

What is it like to be a black staff member at predominately white summer camp? What can camps do to make camp life better for people of color? Does my faith, or lack of faith, get in the way of camp? Is the diversity at camp just a picture on the website? Let's ask the question. Doug Sutherland will lead a diverse panel of camp professionals and emerging professionals to see the "elephant" and give it a voice. This panel discussion will look at why we should, how to help, and steps to increase diversity at camp. Come join the conversation and ask the question.

Advanced Skills for Working with Anxious, Overprotective, Bossy, Defiant, and Unhappy Parents

Dr. Christopher Thurber, CampSpirit & Expert Online Training

Children aren't our only camp clients. Directors, owners, and experienced staff know that partnerships with parents are an indispensable component of a successful season. In this entertaining workshop, you will witness five categories of difficult parents and learn some realistic and clever ways to respond - all without compromising the best interests of your campers'.

Educational Breakout Session 6

Friday, March 29, 3:30PM - 4:45PM

How To: Using Video in Your Camp's Marketing

Jiné Andreozzi, YMCA Camp Chingachgook

Video content is rapidly taking over social media and becoming a preferred method of marketing in both non-profit and for-profit businesses alike. This is great news for camps. It allows us to show off the beautiful surroundings and genuine moments that happen every day at camp, but it can be overwhelming if you've never worked in this medium before! This session will teach you the basics of planning for and capturing video clips during your season and how to easily edit and share high quality videos that have a great ROI. Bring your laptop and work on your own project, or come to watch and learn about easy-to-use editing platforms, video best practices, and watch some examples of how camps across the country are capitalizing on this marketing trend.

Staff Training vs. Staff Development: Intentionality Makes a Difference

Kim Aycock, Camp 2 Campus Learning Solutions

Staff training is an exciting time and covers well needed programmatic and safety issues. Staff development includes those times when we work in ways that help staff mature in preparation for adult lives and careers. This often occurs by happenstance - it is often an assumed outcome. We suggest that being intentional with staff development can enhance the camp environment as well as the personal growth of your staff. It may be promoted as a value-added aspect of camp employment in staff recruitment.

Government Affairs Update

Scott Brody & Steve Sudduth, ACA Government Affairs Team

Members of the ACA National Government Affairs Team will present an overview of issues affecting camps at the Federal level, including any updates on the J-1 Visa, and other relevant regional topics.

Find Something to Do!

Jim Cain, Teamwork & Teamplay

For those moments when you have plenty of people, plenty of space, and plenty of time - but no equipment. Jim will show you how to take absolutely nothing, and create something wonderful with it.

Take ACTION

Patrick Connelly, Connelly Consulting Group & Kath Davies, Camp Hazen YMCA

You have trained your staff, run through scenarios, talked about goals and objectives - but when they need to most, will they take action? The challenge of constant communication via cell phone is that many folks have lost the instinct to act; instead they are Googling for answers or asking parents for advice. This session will help you and your staff gain the confidence and feel empowered to take action.

Staff Anxiety: Where It Comes from and How to Manage It

Bob Ditter

In a recent survey of Camp Directors nationwide, by far the number one concern regarding staff was their anxiety. Based on the latest research, Bob will provide practical approaches that will help you help staff better manage the anxiety that otherwise might interfere with their ability to be at camp and perform their best. This is a powerful and instructive session that will give you many ideas you can put into practice this summer! You may even pick up some ideas for managing your own anxiety!

Technology in Camp Health Services: Understand Your Options to Make Appropriate Decisions

Linda Ebner Erceg, RN, MS, PHN, Association of Camp Nurses

Technology's impact on camp health services will only increase. This session explores that impact by looking at four key areas. But content also keeps decision-making focused on a given camp's needs and capacity. Leave with some easy-to-use supports that bridge your current status to what your camp health future may hold.

Gut Check: How Good Is Your Child Abuse Prevention Plan?

Katie Johnson, The Redwoods Group

Child sexual abuse scandals have once again dominated the headlines this year. It is continuing to happen in well-respected organizations and institutions. How do your policies and procedures measure up? Join us to complete an assessment of your child abuse prevention plan (screening, hiring, training, supervision), identify gaps, and share resources as we work together to raise the bar on child protection!

The Few and the Many: Creating Inclusive Programs for Children with Social, Emotional Needs

Mia Klinger, Daybreak Day Camp / Cambridge Camping Association

Every program struggles with finding the balance between the needs of individual campers and the needs of groups. Children with social and emotional challenges can really underscore this tension, as they can have such a significant impact on activities, other children, and staff. This workshop will focus on building an empathy-based perspective on children's behavioral challenges and the ways that we can foster camper success. We will also look closely at our programs to identify how we might create more inclusive and supportive environments for all of our kids.

Including Everyone: Adapting Games to Meet the Needs of the Group

Gabi Tetelman & Sarah Derick, WingSpeed Adventures

In this session, we will discuss ways in which we can engage all participants no matter their ability. Including everyone aims to show how games and initiatives can be adapted in many different facets, to achieve many different goals.

Reframing Camper Behavioral Challenges: The C.A.M.P. Model of Counselor Support and Intervention

Dan Wolfson, Experience Camps

This presentation will explore how we interpret camper behavioral challenges, and the role that counselors play in supporting the positive social-emotional development of the children they work with. You will be introduced to the C.A.M.P. model of counselor support, which builds on ideas of developmental psychology in a simple and applicable way, and provides a framework for staff to utilize positive relationships with campers in order to move away from more traditional disciplinary approaches. We will consider how to prepare staff for the complexities of their roles that go beyond assigned activity areas, including how they view and respond to common camper challenges such as social difficulties, homesickness, or defiance.

Educational Breakout Session 7

Saturday, March 30, 10:45AM - 12:00PM

Team Building with Index Cards

Jim Cain, Teamwork & Teamplay

Learn an amazing collection of team building activities that you can lead (and make yourself) with simple index and playing cards!

Managing Burnout

Patrick Connelly, Connelly Consulting Group

Quick tempers, lack of patience, clumping, lack of planning, lack of proper supervision - all signs of burnout. Everyone is excited to start the summer with a BANG! Unfortunately, even the best staff members get burned out. Burnout can't entirely be eliminated, but it can certainly be reduced and managed effectively. This session will help Directors, Unit Leaders, and staff at any level to impact burnout.

But We Didn't Do It That Way Last Year! - Challenging Traditions

Alexis Dascoulias, Camp CenterStage

New camp director in charge for the first time? Veteran director who had a rough summer? Director who realizes that some traditions must fade into the sunset? Hit the ground running with positive change! Campers and staff love their traditions, but parents and admin see reasons for change. Effectively enact change and steer your staff to be guardians of your camp's mission while getting on-board with change. Present change and avoid pitfalls so you don't end up with a camp rebellion. Learn strategies for gaining buy-in from staff and your camp's vision; learn how to approach staff members who are resistant to change; learn steps to effectively make changes while keeping positive staff culture with least amount of pushback.

Developing Community and Connection in the Age of Fortnite & Social Media

Bob Ditter

Come learn by doing and utilizing the best techniques for developing community and connection with a staff that has grown up on social media. Learn the keys to effective staff training that is impactful and memorable for a generation that responds to a specific approach. This will be an interactive session with many practical takeaways that you can use this summer!

Strategies to Build a Camp Culture That Is Inclusive of Campers with Diverse Abilities

Lisa Drennan, MERGE Inclusion Consulting

This session is a review of the multifaceted steps required to ensure that your camp provides the most effective strategies to create an inclusive environment for campers with diverse abilities. These best practices include consistent use of a visual schedule, daily review of expectation charts, and self-regulation techniques that are effective in creating successful experiences for ALL children. Explore the importance of organizational commitment, staff training, implementation, and camp-wide commitment.

Act like a Camp Director; Think like a Lawyer

Jack Erler, Curtis Thaxter Attorneys at Law

We know that injury and death happen at camp. This presentation will teach you about your legal duty of care owed to persons at camp and the personal injury negligence law that applies if disaster strikes. You will learn how to limit your exposure to negligence claims, to the law suit that likely follows, and to an adverse settlement or trial verdict. We'll discuss; the use of business structures and waiver agreements; what parents should know; language of your promotional material; role of campers and parents in camp safety; role of ACA Standards; use of an incident team; and liability insurance.

Empowering Youth Through Philanthropy: Discovering Their Voice, Potential, and Purpose Through Change

Matthew Hoidal, World of Change

Philanthropy has not been as accessible to youth as it could or should be. Historically, children have been treated mainly as passive "beneficiaries" as opposed to active agents. Most non-profits only focus on accessibility of programs offered. Philanthropy has been more a means to an end, with few non-profits focusing on making giving accessible to all. Children should be involved in the decisions to improve their communities. Indeed, the camps we have worked with place high importance on instilling leadership values that include social impact teachings. In our session, we will present scholarly articles proving the effectiveness of engaging youth in improving their community, plus concrete examples of how we have worked with camps and schools.

25 No-Cost, Free Choice Activities

Anna Hopkins, Friends Camp

Programming at summer camp doesn't need to mean expensive new materials or counselors with specific training. Campers like programs best when they are wacky, creative, and like nothing they have ever done before. At our camp, counselors design and lead their own programs every week such as art shows, spy lessons, magical quests, and more. Let us share with you the 25 greatest-hits from our camp. Activities will be appropriate for residential or day programs and for campers in all grades. Leave this session with a list of ideas to try in 2019 that will cost you between \$0 - \$5 per program to implement. Surprise your campers with something they have never done before!

A Management Guide to Start Thriving - Instead of Surviving

Kathryn Miesle, Outstanding Team, LLC & Kingsley Pines Camp

Are you one of the directors who are wondering why your leadership team is struggling? Are you one of the leadership team who's wondering how to keep up? Are you asking yourself "Why don't the staff get it? They're so great with kids!" Our mid-level managers need better tools for delegation, time and task management, and how to have critical conversations with staff. Become a better mentor or come to improve your own skills.

Got Their Backs: Promoting the Emotional Safety of Children of Color in a Predominantly White Camp Setting

Rachel Telushkin & Didi Delgado, MA Audubon / Arcadia Wildlife Sanctuary

Some camps have successfully lowered the barriers that many children of color face in attending camp. But does the question of how successful we are at caring for children of color in this predominantly white setting go unasked? When a white child says something offensive to a child of color, it is often handled as a simple misunderstanding. But the child of color can be left feeling vulnerable or targeted, and alone. Have we ever validated the anxiety of a white child who cries or begs to go home, but not perceived it in a child of color who hides behind a blackboard, runs across the room, or refuses to talk at all? Through sharing our experiences and looking at research, we can develop strategies for a truly diverse camp community.

Lunch & Learn Session 2

Saturday, March 30, 12:15PM - 1:00PM

Marketing Summer Camp All Year Long

Jiné Andreozzi, YMCA Camp Chingachgook

Marketing for your summer programs happens all year long. It starts for the next summer on the day camp ends. As Camp professionals, we often have marketing as just one piece of our workload puzzle. How can you effectively promote your programs, without adding too much stress to your life? It's all in the planning. Figuring out the most efficient ways to market, and when to market, will make your marketing plan efficient, successful, and lasting. This session will focus on how to plan out your year of marketing and help you figure out the best channels and ways to keep summer camp front of mind, all year long!

Be EPIC! (Emerging Professionals in Camping)

Kristy Andrews, Camp Wawenock & Carly Vargas, Kamp Kohut

This Lunch & Learn session, using facilitated large and small group discussion, will cover topics specific to the younger professional in camping. 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? Also, I have accumulated so much new, great information from this conference... now what do I do with it? Join us as we navigate through these questions, and more, together.

Podcasts for Professional Development

Ruby Compton, Ruby Outdoors

Can't find the time to keep up with your reading list but want to continue to grow your skills? Podcasts to the rescue! Learn a bit about what podcasts are and how to access them as well as some of the best ones that are out there for growing your skills as a professional and as a human.

Educational Breakout Session 8

Saturday, March 30, 1:15PM - 2:30PM

What Allergy Friendly Camps Can Do to Keep Kids Safe

Terry Anderson Giard, Jennifer Stinson RD, LDN, & Paul Robatt, Anderson Nutrition Services / All-Brands Foods

This presentation will address the concerns parents and camp administrators have about food service and cover some applicable statistics and information on best practices in menu writing, safe food handling techniques, and proper routine sanitation in food service areas. The focus is on food safety, with considerations on food allergies and intolerances, safe food handling, and good sanitation practice. The session will end with a brief review of some great tips for policies to ensure special dietary needs are communicated to all staff appropriately.

How to Be a Better Facilitator

Jim Cain, Teamwork & Teampay

Team building Guru Dr. Jim Cain shares his insights for becoming a better facilitator.

The Trauma-Informed Camp: What Does That Mean?!

Linda Ebner Erceg, RN, MS, PHN, Association of Camp Nurses

Designed to support camp professionals interested in maintaining their camp's MESH-sensitivity (mental, emotional, social health), this session explains the characteristics of a "trauma-informed" camp. It also provides a tool to audit your camp program and practices for trauma sensitivity. Strategies that provide support to campers and staff with trauma backgrounds will also be discussed.

Creating Space for All Genders in the Single Gender Camping World

Carlie Fischer & Ryan Reed, YMCA Camp Takodah

This facilitated discussion is designed for camp professionals who run single-gender programs. Gender identity, gender roles, and stereotypes in society affect us all. As single-gender camp leaders, we wholeheartedly believe in the power of single-gender camps. We also know that cultural norms surrounding gender are evolving and that we have a responsibility to our communities to break down stereotypes, eliminate social pressures, and free kids to be themselves. What barriers present a challenge to ensuring equal access, inclusion, engagement, and affirmation for trans people at our camps? How can we alter our policies, behavior, facilities, and language in order to better support everyone?

Excel with Excel

Marcie Glad, Tenacre Country Day Camp

This session is geared for those who currently use Excel at a basic level and would like to learn how to use Excel more efficiently. We'll cover #lifehacks that can be applied to the way you assign staff and camper groups, process reports, and track payroll information. Content will include shifting and sorting rows and columns, the text-to-column feature, pivot tables, and conditional formatting. Leave this session with confidence to conquer the numbers! Bring your laptop to practice these skills in real-time!

Pleasant Plastic Products

Jen Hargrave, The Fresh Air Fun - Sharpe Reservation

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 make a change by recycling and upcycling plastic. Grocery bags, water bottles and take-out containers will all take on new shapes by twisting, coloring, gluing and melting. Come make 2-3 projects and leave with ideas for several more ways to reduce the plastic we unknowingly send to the ocean.

Breaking out of the Rut: Transforming Your Approach to Youth Work

Erika Petrelli Bayh, The Leadership Project

If it's not broken, don't fix it. Sound like you? Do you do the same old things that you've always done? Do you think, "It has always worked, why bother changing?" It's time to transform your approach, to imagine what else might be possible. You deserve a fresh look at curriculum and programming, and your students do too. Step out of the rut of what has worked and into the realm of what might be possible!

Accreditation - Title TBD

Elizabeth Snell, American Camp Association, New England

Description TBD

Fight, Flight or Freeze!

Wendy Sousa, Adoption Rhode Island

General strategies to support a variety of trauma responses. Children can come to our programs with all kinds of personal histories and experiences. Their reactions to these experiences are as varied as their stories. Join this session that is meant to help adults understand the impact of trauma on a youth's ability to self-regulate, and empower adults with general tools to help ground and calm kids when needed.

Cultural Mindfulness

Doug Sutherland, Barbara C. Harris Camp and Conference Center

Cultural Mindfulness is about being personally aware of your place in relation to diversity in the community. We will examine what the individual believes to be true in their life and life at camp. We will provide an open and honest format for sharing, explorations, and expressing firm beliefs. This session will examine "what we know" and "what we think we know". We will discuss language, expectations, and the norms of camp.

SMAC Talk Your Staff

Mac Wallace, Berkshire South Regional Community Center

The number one question a director, supervisor, boss, etc. will forget to ask their staff is, "What can I do to support you?" A simple, yet powerful question. So easy to forget to ask, especially when things are going well. What support could your staff need when everything is fine? SMAC Talk your Staff is a four step method to creating a more positive and loving environment that will allow them to feel supported, motivated, and appreciated. With the hopes that your staff will treat the campers in the same loving way.

Educational Breakout Session 9

Saturday, March 30, 2:40PM - 3:55PM

The Power of Storytelling: Utilizing Stories for Marketing and Fund Development

Jiné Andreozzi, YMCA Camp Chingachgook

Every day at camp, we are changing lives. Camp is more than swimming and archery; the real value comes from the life skills and lasting relationships our campers gain. As camp professionals, we already know the value of a summer camp experience, we see it all the time! But how do we communicate that value with our donors and potential camper families? This session will explore ways to collect and share stories (on social media and beyond!) as well as ways to frame the stories to have the most impact. We will take a look at some easy-to-use tools that will help you share compelling messages without breaking the bank. Come prepared with questions and examples for discussion!

Tremendous Trees

Lisa Carlin, Mass Audubon at Broad Meadow Brook

This session is all about trees! Learn a variety of games or activities that you can do with trees. Some of the activities will include - The Lorax, Meet a Tree, Every Tree for Itself, and directions on how to measure trees without cutting them down. All of these things can be done without identifying the tree.

Teaching Through Play: Making Games an Educational Experience

Zach D'Arbeloff, Mass Audubon / Drumlin Farm

Have you wanted more out of Rocks, Paper, Scissors? Are you the type of person that turns tag games into a physiology lesson? Harness the power of your inner teacher as you learn how to utilize the experiential learning cycle and implement it into your normal regiment of games and activities. Even the most wacky and mundane game can be used to teach! In this session we will learn tips and tricks to alter existing games to make them educational, as well as play a few that you can keep in your back pocket. This will be an active session filled with movement.

Strategies For Success With Kids in Groups

Emily Golinsky, Camp Starfish

The most powerful strategies for working successfully with kiddos are often simple. Unfortunately, they also often fail when we become seriously outnumbered by campers on the loose! Come learn 10 specific, useful, and easy-to-implement strategies that will help staff manage "Blurter Bob," "Whispering Whitney," "Hyper Harry," "Runaway Rebecca", and all the other personalities in the group! Deal expeditiously with Contagious Whining, eliminate the "I-Don't-Want-Thaaaaat-Buddy" Wail, and practice the "Phrase of Doom." Seriously - these strategies help you let campers have what they need for a fun, safe, successful camp experience - without your staff getting worn out by the end of first period.

Best Practices for a Successful Horse Program

Rose Koning, CHA Certified Horsemanship Association & Fernwood Cove

This presentation will give you important information of the dos and don'ts for creating and maintaining a successful horse program. We will cover program development and marketing, horse selection, progressive skill building, rider qualifications, staff qualification, program procedures and policies, safety, risk management and liability.

Teaching Facilitation Skills to Front-Line Staff

Jason Spencer, Bayside Family YMCA

It's fun to play games, but only when they run smoothly. Confusing rules, unfair teams, and low-energy can all turn games that are supposed to be fun and engaging, into a source of boredom and frustration. Front-line staff are the ones who tip the scale one way or the other. In this session you will get to experience the difference between different facilitation styles and the effect they have on participants. We will talk about strategies to get your staff up to speed while running great games so your campers have summer memories that will last a lifetime.

Homesickness Fails: Five Things People Do That Sabotage Adjustment

Dr. Christopher Thurber, CampSpirit & Expert Online Training

Healthy adjustment to separation from home involves frontloading answers to anxiety-provoking questions, partnering with families, and promoting social connection, even before opening day. Although feelings of missing home are universal, intense cases are painful, time-consuming, and lower return rates. Worst of all, we are doing it to ourselves, unintentionally. This fast-paced and applied session will reveal five unintentional missteps that spark homesickness. Each has a powerful antidote.

Code Switching

Nikki Turpin, Concord Academy Summer camp

Increase your knowledge of ethnic identity and development in children of color and explore how environments directly affect their overall health. Participants and presenters will discuss the correlation between identity development, achievement, and well-being. Pulling from Rosetta Lee's inclusive classroom and Dr. LaNaadrian Easterling's work, we will take a look how we identify our own privileges, our social identity and some of our own hidden biases, and how identifying those helps us connect to others.

Staff as Caregivers - the Importance of Self-Care in Creating Sustainable Enthusiasm and Engagement

Rebecca Zelis & Ellen Flight, Songadeewin of Keewaydin

Self-care is an essential part of succeeding in both work and life. 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 have developed a wellness program that helps staff assess their health behaviors and create a personal wellness plan before campers arrive. This plan empowers staff to make constructive choices about how to manage stress, fatigue, and other challenges. Self-care is presented as an obligation to the camp community. By defining community as a collective effort, staff have become more willing to support each other, and ask for help when they need it.