MARCH 27-29, 2014
Program & Exhibits Guide
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The ECP “Track”
Some sessions in this book have the “ECP” symbol! These sessions have been recommended by the ECP Committee for Emerging Camp Professionals. These sessions offer the widest variety of speakers and conference topics, directly related to the jobs of Emerging Camp Professionals, so that attendees can get the most out of their conference experience.

Please let us know what you think of this year’s Conference!

www.surveymonkey.com/s/ACANEConf2014
THURSDAY At-a-Glance

8:00am-5:00pm  New Camp Directors Workshop
9:00am-3:00pm  Full Standards Course
9:30am-12:30pm Standards Update
1:30pm-4:30pm  Associate Visitor to Visitor Course
6:30pm-7:15pm  Opening Kick Off: Michael Brandwein
7:30pm-8:45pm  Session 1 Workshops

FRIDAY At-a-Glance

8:15am-8:45am  Newcomers Workshop (Salon A)
9:00am-10:15am  Session 1 Workshops
10:30am-11:45pm  Session 2 Workshops
1:00pm-2:15pm  Session 3 Workshop
2:30pm-3:30pm  Keynote: Anthony Rao
3:30pm-6:30pm  CampExpo Open!
6:30pm  Dinner & Annual Meeting
9:00pm-12:00am  Viva Manch Vegas!

Saturday At-a-Glance

8:00am  State Meetings (Maine 7:45am)
9:15am-10:15am  General Session: Chris Thurber
9:45am-2:30pm  CampExpo Open!
11:00am-12:15pm  Session 1 Workshops
1:45pm-3:00pm  Session 2 Workshops
3:15pm-4:30pm  Session 3 Workshops
4:45pm-5:30pm  Pep Rally: Steve Maguire
THURSDAY Opening Kick-Off  6:30pm-7:15pm

Holy Macro! Super Secrets to Success at Camp
Presented by: Michael Brandwein  Salon A

Michael brings his trademark enthusiasm and “use-it-immediately” approach to demonstrate practical ways we can turbo charge camp for 2014. Sometimes our greatest strengths at camp become macro’s: we become so used to their excellence that they become “shorthand” that are hard to duplicate and spread around camp. Michael shows us how to unpack what works best and use it throughout our operations, from interviewing, training, supervision, and program. This is a collection of terrific tools that will support us in having the best season ever!

THE CAMP CHAMPIONS CELEBRATION
american CAMP association®
New England

Save the Date!
The Camp Champions Celebration will be held at Fenway Park on November 21, 2014!
Making Money Roundtable, Eric Arnold, Jim Brown & Bob Rojee
Regardless of being a for profit or non-profit organization, the bottom line for the business is – the bottom line. The discussion will cover three broad topics, but will dive deep into all aspects of the best ways to make money for your organization. Broad topics will include: Evaluating net profit against ALL the costs of running a business; Opportunities and pitfalls of expanding the program seasons; Mission, vision and brand when searching for new business ventures.

Counselors as Nature Connectors, Becky Gilles Dartmouth
At camp, staffs are mentors for building relationships, social skills and respect for one another but what about the natural world? Camps and their staffs have the ability to maximize the wonders and value of a nature experience but campers sometimes need a little guidance. Come learn how to invest in your staff so that they can facilitate campers’ connection with the natural world through exploration and play.

Meet Generation Z, Donna Johns-Thomas Frost
No doubt your staff has its share of Millenials (AKA Gen Y, Boomlets, & Nexters)! But you’ve no doubt hired some members of Generation Z. Yes, Generation Z—the post-Millenial generation born in the mid-90’s—is so new even its name is still being debated. (The Plural Generation, iGeneration, Gen Tech, Gen Wii, etc…) While the dust is settling on the name, come focus with us on what this newly-defined and very different generation may mean to dynamics at your camp. Gen Z staff will join Millenials, Gen Xers, Baby Boomers, and members of the WWII Generation, which each play important roles at summer camp too. Communicating across the generations, and specifically with each one, presents some challenges but can be done successfully. Come prepare yourself and your camp for Generation Z!

Camp University, Connecticut Camp Guys
Developing a good staff training program is one of the most crucial jobs of your camp leadership team. But many times camp leaders are too busy to put the time and effort into a dynamic training program and repeat the same old thing year after year. Camp University is the answer! This session will revolutionize your staff training program, engage both rookie and veteran staff by recognizing their different levels of experience and allowing them an opportunity to be part of the training process.
Staff Evaluation Breakdown, Quinton Buckley Curriers
What are your current practices? Is your evaluation process collaborative? We rely on our staff to deliver high quality programs, and we need to ensure that our strategies for sharing feedback are effective. Hear about different types of staff evaluations, how to involve your staff and share expectations, and ways to enhance your existing evaluations.

KNOW and L.O.V.E Your Staff, Doug Sutherland Salon D
Getting to know your summer camp staff is extremely important in the camp setting, not just their name, where they are from, any siblings, etc. I mean getting to KNOW them as employees, their first impression, personality, learning style and drawbacks. Teambuilding activities during staff training are a great way to achieve this goal. However, what if teambuilding actually did what it was supposed to do? What if teambuilding provided insight into group dynamics for the employer and employee? What if teambuilding moved beyond the “Name Train”, “Group Juggle” and other let’s be silly together games/activities!

Raising the BAR- Meeting the new out-of-school time Healthy Eating and Physical Activity Standards, Georgia Hall Hawthorne
This seminar is a primer in understanding the new National AfterSchool Association (NAA) healthy eating and physical activity standards for out-of-school time programs and to see how they can be best utilized by summer camp programs. Hear the latest on research, resources, and results towards delivering healthy OST experiences in your program. Explore the standards, best practice, and tools to support better wellness for campers, staff, and families.

Increasing Camper Involvement on a Challenge Course, Ethan Doss Suite 301
Keeping campers both safe and actively engaged are the two most important parts of running a challenge course program. The latter can be one of the most-if not the most- difficult parts. Here’s a typical scene that occurs on many challenge courses: There are 2 staff members. One is belaying a camper, and the other is holding a ladder for a climber. A dozen campers anxiously sit on a log bench waiting for their turn. As the waiting campers become restless, their behavior becomes more wild and unpredictable. The staff members are focusing on the climbers, while offering encouraging words such as “You got it!” and “Nice job.” In between these comments, the staff members shoot angry glances to the unruly group of campers on the bench, yelling “Wait for your turn” and “Sit still or you won’t be able to climb.” Sound familiar? Sound like fun? Not so much. This workshop provides programmatic solutions to keeping all campers engaged in the challenge course experience. From greater involvement in the safety team on high elements, to varying and modifying your low element challenges for more swings, more walking and all around more fun.
The Phone Call, Christopher Thurber  
*Salon B*

You know the one. Inside of 10 seconds, your heart rate is skyrocketing and you’re fighting an irrepressible urge to reach through the phone and... But you don’t, of course. In those blood-boiling moments, you bite your tongue or blow your top. In this engaging session, you’ll learn better alternatives to compromising your integrity or losing your cool. Learn the secrets to professional equanimity and harness the power to defuse any emotional bombs. Connect before you hang up.

Celebrity Camp Counselors You Would Hire and Fire,  
*Connecticut Camp Guys*  
*Curriers*

Attitude is everything and celebrities are full of ATTITUDE! We will be taking a look at some popular celebrities that would make great camp counselors, and others you would not want on your staff. As we discuss each of these pop icons, we will relate and compare them to your current camp staff and talk about the attributes that would make them either great staff additions or great distractions to your team. In addition we will talk about managing the egos and personalities of these type of staff members.

My Camp is Healthy, Right?, Linda Erceg  
*Salon C*

Discover the hallmarks of a healthy camp community and how to assess your camp’s health status. Walk away with a tool that helps you set health goals so your camp can effectively move forward on its own health continuum. Be intentional with camp health and use that as marketing leverage.

Leading the Leaders: How to Motivate & Develop Leadership Team Members, Michael Brandwein  
*Salon A*

Our leadership team members (administrators, area directors, supervisors, middle-managers, program directors, and others) are the essential heart of our camp. While focusing on staff, campers, and parents, it’s easy to gloss over developing the people who lead the leaders. This unique session identifies exactly what to provide leadership team members to help them grow, stay motivated, continue and deepen their commitment, and increase their quality of performance. Learn great strategies and techniques to get them ready for bigger challenges and responsibilities and new and different roles. Prevent burnout and increase trust and communication.
FRIDAY SESSION 1 9:00am-10:15am

The 17 Mistakes in Camp Emergency Plans & How to Correct Them, Bo Mitchell Webster
Emergency planning for camps is subject to many federal, state and local laws, regulations and standards. Most who are tasked with creating and maintaining emergency plans are confused or overwhelmed regarding those standards. Learn what laws, regulations and standards apply to your camp emergency planning, training and exercises. Learn what a lawsuit will do to you if you don’t create a plan to standard. Learn the 17 mistakes camps make in creating their plans.

Independent School Based Summer Programming- Overcoming Challenges & Seizing Opportunities, Nat Saltonstall Frost
Those who lead summer programs for independent schools face a unique situation. Directors are pressured with high expectations to consistently increase revenue, create a pipeline of new student applicants, and successfully extend the brand of the school, all while being marginalized within their own community. Effective leadership requires ongoing program innovation, consistent internal and external marketing, and the ability to navigate the politics and structures of the school. The primary focus of this workshop will be on four critical areas of summer program management within the independent school setting: finance, operations, program, and integration with the school. In each area, guiding principles will be outlined and participants will be asked to share examples of best practices. The ultimate purpose is for participants to learn new strategies to achieve both financial and mission-driven goals that can be implemented at their school.

Effective Strategies for Training and Motivating Staff, Quinton Buckley Pierce
“If you can hear me, clap once. If you can hear me, clap twice.” It is time to focus in on what matters most-your staff! This session will explore ways to engage your staff during training, identify topics that make a difference, and tools for motivating staff. Participants will be able to identify effective strategies for staff training, implement a system for keeping staff motivated throughout the summer & identify topics to focus on that will have an impact.
The Eight Hallmarks of Great Camps,
Gary Forster   Salon D
The “average” camp isn’t full. Of their first-year campers, almost 2/3 don’t return for even a second year. (And you know what their bathrooms look like!) Comparing yourself to “average” isn’t very helpful. Instead, I compared camps with high camper return-rates. “Great” camps have continued to grow each of the past 12 years, and over 2/3 of their campers return each year. It’s time you put their secrets into practice. It’s not rocket science, and it’s NOT what most of us were taught. (Gary’s most popular session; presented to over 100 camp boards).

What I Learned from my Dog about Working with Campers,
Caren Baruch-Feldman   Stark
Human beings—especially those who work with children—have much to learn from animals. For example, I have learned the value of positive relationships, consistency, acceptance, being proactive, and renewal…all from my dog, Brandy. In this workshop, I’ll show fascinating ways that these principles translate from pets to participants and I’ll challenge you to come up with concrete ways your staff can incorporate these formidable ideas into their own work with campers. Participants will learn fun and engaging ways to teach their staff key factors that are necessary to building camper-counselor relationships, the importance of establishing a positive relationship, consistency, and win-win situations & will learn about working with campers who have different temperaments, acceptance, being proactive, and renewal, using Brandy as a teaching tool.

Nerdology, Advanced Web Topics,
Matt Brand     Dartmouth
If you run a small operation and are the one responsible for building or maintaining your website, you’ve found the right place. If you are interested in learning more about how the Web really works and how to expand your Web presence, you’ve found the right place. If you’ve heard about SEO and want to know how it works, you’ve found the right place. If you are interested in using Wordpress, figuring out what spiders are, how to use Google Analytics, or how to best design a Web site from the ground up is, you’ve found the right place. In this session, we will discuss all of these topics and more so that you can better understand how the Web World works.
FRIDAY SESSION 1 9:00am-10:15am

Critical Aspects to multi-day off camp trips,
Ethan Doss    Hawthorne

You have campers who have been coming to camp since they were just
old enough. They love camp, they have learned to swim, canoe, climb the
ropes, and make awesome camp crafts. They have done it all, and now...
they are getting bored. Its time to expand their camp world to outside the
safety and security of the camp property. Off camp programs provide a
excellent opportunity for campers to participate in activities your camp
site might be unable to offer, interact with the greater world through
service programs, or head into the wilderness for a remote off grid
experience. Any off camp trip requires a number of critical planning and
risk management strategies in order to have a safe, intentional and fun
experience. This interactive workshop provides an overview of how to plan
an off-camp trip, what to look for in staff to hire, even ways to manage
the increased risks of going off site.

Join Us Friday Night for Dinner & the Annual Meeting
Food, fun, live tweeting, awards, raffle drawings & more await you
at this year’s dinner! Don’t miss out on a delicious new menu and a
celebration of summer camp in New England!
After dinner, join outgoing ACA New England Board President Nat
Saltonstall & incoming President Steve Sudduth for a President’s
Reception in the Assembly. Enjoy dessert and a cash bar while the
Ballroom gets turned into Viva Manch Vegas!

Associate Visitor Course
When: April 11, 2014 from 9am-8pm
Where: Winding Trails, Farmington CT
ACA New England needs YOU as a visitor! Join us for our
next Associate Visitor Course. This will be a blended learning
course. Part one will be completed online, part two in person at
Winding Trails. Deadline to register April 1st.
Healthy Competition is Not an Oxymoron,
Christopher Thurber    Salon B
“Everybody has won and all must have prizes!” declared the Dodo Bird in Alice in Wonderland. Silly or smart? Can healthy competition exist at camp or must we protect campers’ fragile self-images by never keeping score? Are pointless games pointless? Come debate these questions with other professionals whose experience and judgment matches your own. Emerge with a sophisticated re-framing of the question “Is competition good or bad?” and a clear sense of how to train your staff. Scientific findings will ground anecdotal wisdom in this stimulating session.

Is Your Nurse Ready for Camp?,
Linda Erceg     Salon C
A nurse is not necessarily a camp nurse. How can a camp professional – who is not a nurse – determine what supports an RN needs to be successful, what information that nurse needs before arriving at camp, and how to coach that nurse during the camp season? Focus on this with a person whose professional focus is camp nurses.

Creative Maintenance: Peer Work Program,
Michael Constance    Frost
Peer Work, a facilitated work training program at Camp Allen in Bedford, NH, is a work training program designed for young adults ages 17-25 who have cognitive and/or physical challenges. Participants receive hands-on experience in a natural employment setting, working side-by-side with mentors who provide on the job training. This program is designed to create future employment opportunities for individuals with developmental challenges by providing experience and references. Some of the work includes outdoor maintenance, laundry, janitorial tasks, kitchen work, camp store management, etc. This work training program has been recognized by the Department of Health and Human Services and Vocational Rehabilitation in NH. The state of NH will help fund Peer Work programs at other camps around the state and assist each camp in setting up this program.

Win $1,000 Travel Voucher!
Raffle tickets are $25/each or 5 tickets for $100 & all proceeds go to ACA New England’s Annual Fund! Buy your ticket at the info booth now! Winning ticket will be drawn at dinner Friday night and you don’t have to be present to win!
Thanks to Amerasport for this donation!
In Emergency Response, Great Plans Are a Smart Thing; Training is Everything!, Bo Mitchell Webster
Camps have a duty of care to protect all. Learn the laws, regulations and standards that control emergency plan training for camps. Discover the current practices and obstacles in camps regarding training. Find out the proven ways to train for emergency response. How will a lawsuit affect you and your camp? Do you need to train the emergency team differently than the rest? How does your camp compare?

Tools of Technology Trade,
Matt Brand Dartmouth
Modern technology can greatly help you run your camp and free you and your staff up to be with camp, not stuck in an office. New technology tools are popping up constantly and keeping track of it all can be very tricky. Using these tools can also help you build and maintain your camp community all year. In this session, you will learn tips and tricks on various current technologies. Get the most out of Google and its family of tools. What are the basics of SEO and how can that help your business? What are the basics involved with using Social Media? Are there other tools that I can use on a daily basis to make my life easier? We will cover the latest and greatest tools with the camp professional in mind. Come and set your inner-nerd free.

Training Your Staff to Understand “The Lines”,
Ian Moorhouse Hale
Does your stomach start to churn right before you train your staff on child abuse prevention, appropriate interactions and acceptable behaviors for camper and staff? This is the session for you! We will cover effective ways to train your staff and you will leave this seminar with concrete ideas and a form you can use for staff to sign after your training session.

Bullying...Avoid it by Building Empathy and a Caring Community, Jeff Frigon Suite 301
We all know the hot-button topic of bullying affects us as an entire community. Campers come to have fun and grow in the safe, caring environment camps have provided for generations. Come learn about what defines bullying as such as well as some activities and practices to build empathy and a (more) caring community at your camp.
FRIDAY SESSION 2 10:30am-11:45am

How to Make your Day Camp Feel like an Overnight Camp, Keith Garbart Salon A
Have you ever felt that sometimes Day Camp feels like Day Care? It does not have to be that way and you can give your Day Camp program the feel of a traditional overnight camp that campers feel connected with and want to return to year after year. In this session we will explore ways to help make that happen at your camp. We will talk about staffing, special events, and the little things that will set your day camp apart. We hope that you will come away with some new ideas to try and incorporate at your camp.

Helping Children and Staff Cope with Stress and Worry, Caren Baruch-Feldman Stark
Although camp is a time of fun, many children and staff come to camp feeling stressed and worried. In this workshop, Dr. Baruch-Feldman will explain the causes of stress and worry, then present powerful thinking and doing techniques that reliably reduce anxiety. Participants will learn that they can feel better by changing their thinking and practicing innovative relaxation techniques. Participants will come away with cutting-edge strategies that they can use with their staff and campers to help everyone feel at ease. Participants will learn to identify factors that cause stress and worry among campers and staff, thinking strategies to reduce worry and increase confidence & will learn doing strategies to reduce stress and increase confidence.

Standards Hot Topics, Elizabeth Snell & ACA New England Standards Committee Hawthorne
Hot off the evaluations from last summer! After reading post-visit evaluations, there were several topics that jumped out as great topics for further discussion. In this round table session we’ll take some time to cover as many of the hot topics as we can.
Some topics to be discussed:
• Specialized Activities - what constitutes a specialized activity?
• How do I document this?
• Written standards – what do we really need to have?
• The importance of the WDP
• The Online Standards Tool
• Ways to organize all this “stuff”
• Examples of Checklist and certifications.
Bring your questions and we’ll chat about ways to make an ACA visit go smooth sailing! Please note this is not a Standards Course, but will cover Visit-related topics.
Criminal Background Checks: Dispelling the Myths and Confronting the Realities for your Hiring,
Susan Yoder    Salon D
Criminal background checks (CBC) are an important part of any screening process, but what kind of “criminal background check” are you supposed to do? This session will examine the issues around background checks, the laws, setting thresholds, and what to do when records are returned. The group will receive resources and understand the myths and realities of CBCs.

Creating Camp Culture,
Quinton Buckley    Pierce
Singing songs, playing games, sitting around a campfire and making s’mores. How do you bring that culture and excitement of camp to your program? Join us for fun & games, traditions & rituals, and skits & activities for you to take back and implement in your camp. Summer camp is all about creating life long memories and this session will help you enhance your program’s culture.

Good Decisions=H2G,
Connecticut Camp Guys    Curriers
One of the most important skill sets of a quality camp staff members is the ability to make good decisions. Good decisions are made when you listen to your HEAD, HEART, and GUT. We will spend some time discussing the decision making process of camp staff and the importance of thinking with your HEAD, HEART and GUT. Making good decisions keeps kids safe and there is nothing more important at camp then that!

FRIDAY SESSION 2 10:30am-11:45am

Commerce Sessions
Check out this year’s commerce sessions that will happen at the end of each time slot! These informative & educational sessions are a great way for you to learn about trends, hot topics, new ideas & product lines all from our CampEXPO exhibitors.

WANT A LUNCH BUDDY? Join the ECPs!
The Emerging Camp Professionals hope you’ll join us for lunch. Take a break from the hectic day and make some new friends. We’ll meet at the fireplace in the lobby lounge Friday & Saturday at 12:00 and grab a bite to eat either here in the hotel or at a nearby restaurant. Don’t worry, we’ll be back before the next session!
MASTERFUL MEETINGS: How to Plan & Present Outstanding Staff Meetings that Matter More, 
Michael Brandwein    Salon A
Make meetings matter more with creative and practical techniques to go beyond “announcements” and checklists and instead make even short 5 minute meetings contribute to the mission of your camp. Boost attention, participation, and motivation; develop leadership by involving staff in leading meetings; do ongoing staff development and practice quick essential leadership skills to extend your training beyond orientation; solve problems; model outstanding skills staff can use with campers; and more.

STEM at Camp: It’s Fun, Easy to Do & Builds the Skills that Help Youth Thrive, Jessica Decke  Suite 301
STEM (Science, Technology, Engineering and Math) and the importance of it all seems to be everywhere these days. But does it fit into camp? In this hands-on session, we’ll learn about (and do) simple tasks that are engaging for youth and easy to facilitate (you don’t need to be an engineer). Discover the fun in the mechanics of every-day marvels through hands-on problem solving and group-based inquiry activities.

Interactive Tabletop Exercise: Active Shooter, Chemical Spill, Natural Disaster, etc., Bo Mitchell  Stark
This is a hands-on, interactive tabletop exercise. Learn how to respond live to many crises. See what steps are needed in real emergencies and how to establish Command and Control to deal with evolving threats. This session will be limited to 30 participants.

Navigating Media and Porn Culture, 
Cindy Pierce     Pierce
Cindy Pierce is on a mission to bring truth about sex and relationships to the forefront of our consciousness and conversations. She entertains and educates audiences with her unique use of storytelling and information gleaned from years of research and countless interviews. The onslaught of Porn Culture is fueled by advertising, media, music, clothing, gaming and Internet porn. These are only gaining more power in the lives of young people. As leaders in your camp community, you are in a position to help campers and counselors navigate and self-regulate these influences.
FRIDAY SESSION 3 1:00pm-2:15pm

Parents and Your Health Services Program,
Linda Erceg    Salon C
Parent concerns about camper health have expanded in some ways and pulled back in others. Whether getting information about camper MESH (mental, emotional, social health) topics or making sure campers are healthy when they come to camp, explore parent pain-points and strategies that will result in a healthier camp experience for everyone.

Camp Counselor Training: A Proactive, Positive and Week-by-Week Approach to Working with Campers in a Day Camp Setting,
Caren Baruch-Feldman    Frost
This workshop focuses on reviewing a counselor workbook and training program that has been used for four years in a day camp setting. The training program and workbook employ a week-by-week approach to teaching skills that are positive, proactive, and based on psychological principles. Participants will gain an understanding about how this workbook and training program were used, actual strategies employed and challenges and solutions related to training counselors.

Issues with Multi-Camp Owners and Supervisors,
Mary Strom    Coolidge
Do you run more than one camp? I do. As Director of Outdoor Program for Girl Scouts of Eastern Massachusetts, I oversee 9 day camps, 4 resident camps, and 2 family camps on 11 different properties. I enjoy attending the conference and gathering information from all the great workshops. Every year, I often leave the weekend feeling… “this could work here, but not here”, “This camp would love this, but the other 8 would hate it”, or “this is exactly the issue Camp X has, if I could just get them to see how Camp Z does it”. Everyone needs a peer group! Join me and discuss: managing camp on the road, policy when your camps are located in different states, streamlining systems while allowing each camp to keep their own vibe, that awkward moment when you sing the wrong camp name at the top of your lungs in the dining hall, where the best rest-stops are on 93, 95, the Pike, or 495, and anything else you can think of having to do with juggling multiple camps, year-round.
FRIDAY SESSION 3 1:00pm-2:15pm

How to Eat an Elephant, Gary Forster Webster
“How to Eat An Elephant – Camp facility priorities—one bite at a time.” If you ever tell yourself “someday I’ll get caught up,” you haven’t worked at camp very long! Here are some of the most important (yet oh-so-common) facility and program concerns, and really clever ways that they’ve been solved by others. Yes, there will be a lot of laughing at others (because we’ve done it ourselves!) But most important is a way to set priorities that match those of your customers while improving communication between departments and creating better solutions.

Hashtag, You’re It, Matt Brand Dartmouth
Whether you are currently using social media, thinking about using social media, or are afraid of social media, it is probably time to at least learn a bit more about social media. In this session, we will discuss the latest social media trends as well as practical tips and tricks on how to get the most out of the tools. What’s the difference between @mentions and @replies? Who is using Pinterest? Why should I have a Facebook page? Do my parents “really” need to know that we had Mac & Cheese for lunch? How much can I really say in 140 characters or less? Join us and find out these answers and #more. #camp #NEconf14

International Camp Staff – Emerging Issues from the U.S. Department of State,
Susan Yoder Hawthorne
The U.S. Department of State is in the process of analyzing all of its J-1 Cultural Exchange visas – including camp counselor and summer work travel (camp support staff). If your camp utilizes international staff – or is considering doing so – it is imperative that you understand the regulations and what might be on the horizon. Participate in this session to understand this emerging issue and its potential impact on cultural exchange and international camp staff across the country!

Social Justice Education in 3D: Activities for Dialogue, Discussion and Discovery, Tara Fillipo Curriers
This workshop introduces the use of experiential activities to address social justice issues and promote dialogue and reflection. Participants will experience an interactive activity-based approach to develop self-awareness and agency. Focusing on methods, terminology and activities, participants will have the opportunity to increase their “toolbox” for diversity and/or social justice related content (anti-bias, inequity, discrimination, prejudice, and oppression).
FRIDAY SESSION 3 1:00pm-2:15pm

Understanding Boys for a Better Camp Experience,
Anthony Rao  Salon B
Today’s American boys are struggling. Boys are being diagnosed in record numbers with behavior and learning problems. Many are seen as hyperactive and aggressive, others as overly shy, unfocused, and anxious. Development can also be unpredictable, making it difficult to know how to work with them individually and in groups. But the camp experience offers a unique opportunity to counter the unhealthy modern trends of diagnosis and over-medication, and can bolster what’s special about boy development. How can we use the camp experience to fuel their self-confidence? What do camps offer boys in their journey to become solid young men? The seeds of self-confidence are right in front of us, when counselors, coaches, and leaders better understand how boys think and grow.

Inclusion Services in a Traditional Day Camp Setting,
Tim Davis & Brandon Fitts  Hale
Summer is often seen as a relief from the business and stress of the school year. Though for many this may be true, for families who have a child with a disability, it can be anything but relaxing. The lack of structure, routine, and support systems can make for a hectic summer season...but does it have to? This session will explore the ways in which a Summer Day Camp program can be adapted to include children of all abilities in everyday camp activities to create a successful summer experience for all. Please note, the primary focus of this session will be on the inclusion of children with intellectual and behavioral disabilities rather than physical disabilities in Summer Day Camp programs.

Retention and Word of Mouth: The Keys to Marketing
Success, Rob Crawford  Salon D
Throughout the history of summer camps, two marketing factors have remained critically important: 1) Camper retention, and 2) Word of mouth. If 80% of last year’s eligible campers (and 80% of their eligible younger siblings) enroll for this coming summer, and if 80% of last year’s campers and their parents are raving about your camp, then your summer camp will be full. Develop a “retention” and “word of mouth” mindset, and explore effective ways to maximize the impact of these two critical factors.
FRIDAY 1-1:30pm
What’s in Your Camp’s Blind Spot?  Spaulding
Chris Colello, Jim Chalmers & Bob Doran, Chalmers Insurance
Join Chris Colello, ALCM, ARM, CFPS, Maine’s Regional Loss Control Director for Acadia Insurance, Jim Chalmers & Bob Doran from Chalmers Insurance in a discussion regarding contractual risk transfer. We will discuss the concept of contractual risk transfer, its elements, and how you can best protect the financial interest of your camp. Topics will be covered from hiring independent contractors, vendors, and renting the camp facilities for private functions and to companies/organizations. If you hire contractors and/or rent or loan out your camp facilities, you should take a look in your rear view mirror and your side windows and ask yourself if you have any blind spots. Come join us and we will help you understand the ins and outs of functioning with and without contracts.

FRIDAY 1:45-2:15pm
Technology is Your Friend v. 2014  Spaulding
Ed Metzendorf, Bunk1
Don’t be afraid. Modern technology can greatly help you run your camp and free you and your staff up to be with the campers, not stuck in an office. We will touch on the latest and greatest tips, tricks, and tools, with the camp professional in mind, ranging from taking payments from your smart phone to collaborative planning to efficient use of social media.

STATE MEETINGS:
All state meetings are SATURDAY morning
Maine: 7:45am Salon D
Connecticut: 8:00am Salon B
New Hampshire: 8:00am Webster
Vermont: 8:00am Dartmouth
Massachusetts: 8:00am Stark
Rhode Island: 8:00am Coolidge
Anxious Parents...Anxious Campers... Anxious Counselors?
Centering the Camp Experience

Presented by: Dr. Anthony Rao Armory

Isn’t camp supposed to be stress free? Recently, camps are reporting more problems with stressed-out campers. There’s a reason why. Nationally, anxiety is on the rise. It’s related to our fast-moving modern lives. It’s reaching everywhere, into our homes, where we work, even the fun activities that keep us healthy and help us let off steam. But we need to know how to identify anxiety, how it seeps into camp, and how it gets passed around to others. We need to know how busy, high-tech living drives up anxiety and how nature-based experiences and movement settles it down. This knowledge will help ensure your camp, campers, and your counselors are all protected. The camp experience matters. It may be the last true place where healthy development of skills and forging of friendships remain untouched by modern times.

Join Us at VIVA MANCH VEGAS!
Everyone is invited to an evening of fun with music, table games, full body Rock Paper Scissors and more! Munch on chips, pretzels, and light snacks while Greg J will DJ/MC the night away!
Friday 9:00-12:00 pm in the Ballroom
This challenging workshop introduces the concept of Courageous Ignorance, a revolutionary first step in boosting your multicultural IQ. Simply stating that you tolerate differences won’t make a difference; only learning can do that. The problem is that few of us are ready to admit what we don’t know about other cultures, religions, ethnicities and personal identities. Globalization has brought diverse peoples together more frequently than ever. Prepare yourself to understand, cooperate and celebrate dissimilarities as much as you embrace similarities. The health of your camp depends on it.

**COMMERCCE SESSIONS**

**SATURDAY 11-11:30am**
**The Registration Process has nothing to do with Camper Retention and Growth, Right?**  
**Spaulding**  
Josh Bradshaw, Campbrain
Parents go to camp too. They don’t personally play basketball, canoe, act in plays, swim, sing crazy songs and eat camp meals with hundreds of friends. They do, however, register, pay, complete forms and interact with the administration of camp throughout the year. They go to camp all year long. Their experience matters. A lot. It influences whether the camper returns and whether they recommend the camp to friends. We will review the touch points between parents and camps and we will do it from the parents vantage point. You will walk away with some solid discussion points for your team and perhaps a few new ideas to help retention and growth.

**SATURDAY 11:45-12:15pm**
**Mobile Apps-Myths, Mystery & More!**  
**Spaulding**  
Dick Thomas, Dick Thomas Associates
In this brief, lively session, you’ll learn the latest trend about mobile apps - what are they, who uses them, how can they help you? Aren’t they just a mobile web-site (not!)? Why do I need one for my Camp? How can I get one, and how much do they cost? We’ll have all the answers and more.....
“What does it look like?” A Better, More Effective and Reality Based Way to Set Goals in your Staff Training,

Steve Maguire  Salon B
Join professional speaker and summer camp staff trainer Steve Maguire, M.Ed, for a brand new way to approach goal setting during staff training. Many camps “do goal setting”, but when the “doing” is over, what does it look like? Steve will outline a detailed plan of how exactly you set up goals to make them come to life and more importantly, make them meaningful throughout the course of the entire summer. This will be a highly interactive and participatory session that will give some immediate takeaways you can use in the summer of 2014.

Legislation and Regulations-What’s Up in Washington DC that will Impact your Camp,

Susan Yoder & Steve Sudduth  Pierce
In this session, participants will learn about advocacy efforts on behalf of the camp community in Washington DC. We will learn about trends and how what Congress is doing (or not doing) is anticipated to impact camp experiences. The group will discuss cutting edge issues and share perspectives as well.

Health Issues du Jour, Linda Erceg  Salon C
Explore the anticipated health concerns for Summer 2014 with an eye on not only being informed but also developing strategies to mitigate the impact of these concerns. What if this flu season’s H1N1 extends into our summer? What about medical marijuana? How might the Affordable Care Act impact camp? Are the essential functions of your campers contemporary (have you even articulated them?!??)

Day Camp vs. Day Care, Jill Vetstein  Webster
Day camp is not just a place for working parents to drop off their kids for childcare. Camp is a stimulating environment with enrichment activities. After completion of the “Day camp vs. Day care” training participants will understand what is developmentally appropriate for this age group. Participants will have a deeper understanding of how this population learns and how to stimulate learning in various activities. This workshop will give concrete strategies and ideas for group programs and daily routines. There are teaching moments in every interaction with this young age, this training will show you what they can be and how to implement them.
Tie Dye!, Maxine Cadman Stark
Are you and your campers tired of the same old spiral tie dyed shirt? Come to the this session to learn some new tricks that will make you and your campers go, “Wow!” During this session you will learn how to tie dye funky patterns, dye in reverse on dark fabric, and dye with sharpie markers. We will also take tie dye beyond the shirt to explore other techniques that make for exciting decorative art and spruced up practical objects. For those of you who are new to the craft, no need to worry, the basics will also be covered. You will leave this session with valuable information to bring back to your camp as well as some of your very own tie dyed items!

MAKING TRAINING REALLY STICK: Terrific Training Activities that Boost Attention, Retention, and Job Performance,
Michael Brandwein Salon A
Staff, like campers, learn by doing. This session demonstrates original techniques and creative activities to make sure that staff really learn during training. Increase participation and ensure that new skills are used when campers arrive. Involve staff as leaders in their own instruction. Build expertise to get staff to not just sit and listen, but to actually practice and polish key leadership skills right away. Build a stronger staff team—because they will work together and support each other in fun, active ways that bring out their best and improves daily performance. Including: Michael’s unique Triangle Training method to teach staff how to be better teachers.

Shared Reflection: 12 Fun Ways to Debrief Camp Activities, Thayer Raines Hawthorne/Frost
After a great camp activity, are you challenged by coming up with creative ways to get your group talking during a debrief? Through slides, hands-on activities, and discussion, this workshop will provide you with at least 12 different and fun ways to get your groups to reflect upon their shared experience. Even group members who are shy, nervous or just don’t like to talk will get engaged. Effective debriefing camp activities will increase your program effectiveness, help achieve program goals and assessment of learning outcomes. Participants will gain an appreciation of the value of effective debriefing of camp activities for program effectiveness, achieving program goals, and assessment of learning outcomes, will learn at least 12 fun ways they may debrief camp activities & will take away at least 3 new and fun ways they may debrief their own program participants following a program activity at their own camp.
SATURDAY SESSION 1  11:00am-12:15pm

Creating an Innovative Camp Aquatics Program,
Joshua Scott     Hale
This session will detail how to create an intentional & innovative waterfront/aquatics program. Ideas from camps will be shared among the participants. Topics will include ideas on how to enhance developmental assets; new ideas to make aquatics/waterfront fun, to create intentional swim lessons, ideas on how reduce your operating costs while providing a great program. Print and digital materials will be given to all participants on how to maximize the use of your aquatic areas, while keeping your programs safe, fun and intentional.

Sing!, Sarah Leshay    Coolidge
Have you ever stopped halfway through the summer and thought, “We really need some new songs!” Songs are a huge part of life at many camps and we can easily get stuck singing some of our favorites again and again. Join us at this session as we share some new songs with each other to beat the mid-summer song slump. We’ll look at slow songs, funny songs, rounds and more. Bring your favorite songs to share with the group as well!

Fun Fitness Activities, Nate Folan     Suite 301
Who knew fitness could be so fun! Discover how the blend of adventure activities and health related fitness create a powerful program that will move any population to be fit. Leave charged with a fresh perspective on how to incorporate fitness into the day, and learn a medley of new activities.

Proactive Group Management,
Ira Kittrell     Curriers
Though we may offer a handbook of rules to campers, parents and staff, as well as, provide a series of rules for our campers, we often have difficulty with day to day cabin management due to a variety of potential behaviors. Taking into account the age, gender, and learning or other issues that our campers might face, it is always a challenge to think ahead and fight the battles before they need to be fought. This program is designed to teach staff to think proactively regarding every aspect of management: using the physical space, designing your routines, lining up, rules and consequences, teaching leadership and cooperation at the same time as we teach activities of daily living or skills related to sports, the arts or any other activity or content skill. If we think ahead, we save time and decrease stress in our campers
and therefore in ourselves.

Camp Counselor Marketability: Why My Counselor Experience is so Valuable to my Future Career,
Whitney McMullan    Dartmouth
Potential counselors occasionally turn down summer camp positions to take an internship in order to build their resumes in support of their career. This session will be valuable for both the camp counselor looking to learn how to market their camp experience as well as key leaders hiring a staff supporting this goal. I will cover how we as staff trainers can help facilitate conversations with our young staff about the marketability of being a camp counselor. We will look at how a camp job can be represented on a resume and in an interview. It is important for us to educate our staff about the professional language that they can utilize while conveying the many important work-experience qualities that camp counselors posses and can bring into any future professional position.

Staff Supervision as Coaching: A Practical Training Toolkit,
Jenn Bender    Salon D
Camp supervisors often struggle to supervise, manage, and lead staff, especially those who are young supervisors with limited work experience or limited perceived power. This session will provide tools for training supervisors to improve counselor performance through a coaching model. Content will include managing conflict, providing feedback, and motivating apparently ‘burnt out’ staff. Materials that are directly

Join the Fun! Volunteer!!
This conference runs on the help and support of us all! Come to the registration booth to volunteer and you’ll get a free raffle ticket for the multi-prize Annual Fund Raffle!

WANT A LUNCH BUDDY? Join the ECPs!
The Emerging Camp Professionals hope you’ll join us for lunch. Take a break from the hectic day and make some new friends. We’ll meet at the fireplace in the lobby lounge Friday & Saturday at 12:00 and grab a bite to eat either here in the hotel or at a nearby restaurant. Don’t worry, we’ll be back before the next session!
SATURDAY SESSION 2  1:45pm-3:00pm

Mental Health Crisis Evaluation and Treatment at Camp, Christopher Thurber  Salon D

Knowing how to support a young person having a panic attack, psychotic break, cutting episode, eating disorder or suicidal ideation is critical to your camp’s health and safety. This intensive workshop begins by outlining the range of mental health crises and moves into a discussion of best practices for prevention, evaluation and treatment of these psychological emergencies. Good outcomes result from a combination of clinical skill, common sense, partnership with parents and timely referral.

Red Flags and Superstars: 10 Staff Training Activities That Will Help Clearly Identify the Strengths and Weaknesses of your Staff Members During Staff Training, Steve Maguire  Salon B

Join professional speaker and summer camp staff trainer Steve Maguire, M.Ed, for this “behind the scenes” look at how to pick out “Red Flags and Superstars” in as little as 15 minutes into your staff training! Staff training is not only used as training to get staff ready for the summer; it should be used to help administrators find staff that look like they are going to struggle once the kids arrive and those staff that are going to be strong. Steve has worked with tens of thousands of summer camp staff and will teach you what to look for in your staff using 20 important and practical staff training activities.

Can Staff Behave Like Risk Managers?, Linda Erceg  Salon C

Feel like you’re the only one who cares about risk management? Want to increase your staff’s ability to reduce injury and illness? This session, based on what was learned from the Healthy Camps Study, explores strategies while also getting at the underlying causes for poor performance to date. Walk out ready to make a difference (and some changes!).

Parent Communication: Powerful Techniques to Produce Positive Parent Relationships, Michael Brandwein  Salon A

Get practical, precise tools and language (what to say, what not to say) to train your staff (and yourself!) to build strong, positive, trusting relationships with parents so they work with you and learn how to best support their children instead of interfere. Help leaders and office staff learn how to: preempt problems; listen respectfully to parents for outstanding customer service; handle conflict/disappointment/anger with confidence. Powerfully communicate the distinctive value of camp to current and prospective parents to prove why camp is essential.
Decoding the Bro Code: Identifying Rules, Roles, Benefits & Short-Comings within the Boy Culture & Camp Setting,  
**Thayer Raines**  
Hawthorne/Frost  
This session will explore the “bro code” (boy code) to identify rules, roles, benefits and short-comings within the boy culture and camp setting. The findings of a preliminary set of interviews of 9-15 year olds will be shared. Through scenarios the discussion will focus on the rules of the code, their evolution, and impacts on camp. New directions will be explored for enhancing the benefits and minimizing the negative consequences of this element of boy culture.

Prevent Bullying at Camp: Creating a Positive Environment, **Jill Vetstein**  
Webster  
Bullying has become a major issue with our youth today. But, camp counselors have the power, and responsibility, to help create a safe environment. This training will give your staff the ability and tools they need to create a camp that is fun, positive, and safe!

100 Great Ideas—Every One Stolen, **Gary Forster**  
Curriers  
Pictures of programs and clever camp solutions ready to be “flattered” when you take them home and use ‘em! Looking to get your juices flowin’ for a creative summer? This one is fresh-squeezed!

Creative Clay & Dynamic Dough, **Jen Hargrave**  
Stark  
In this hands on craft workshop we are going to work with clay and dough that dries on its own as well as clay that needs to be cooked. We’ll even be making our own clay/dough. Come shape clay into different shapes and projects. We’ll be aiming to complete four, five or six different crafts but plan on leaving with directions for up to ten.

“Singing ‘Round the Campfire with Mister G: Enlivening your Camp with Music and Songwriting,”  
**Mister G**  
Suite 301  
Want to make your camp more musical? More creative? Have your kids dancing and singing all summer long? In this interactive workshop, award-winning kids’ performer Mister G will show how everyone—regardless of background—can incorporate more music and songwriting into camp activities. Using examples from his own albums, he’ll outline the basics of a strong camp music program, and show how singing, dancing and songwriting together are memorable and unifying experiences for a camp community. Come ready to rock!
New Maine State Trip Leader Rules,
Chris Wentworth

The Maine Department of Inland Fisheries and Wildlife recently approved new rules governing the Camp Trip Leader Permit program. There are new requirements for both new Trip Leaders and existing Trip Leader Instructors. This presentation will provide you with all the new rules, as well a chance to discuss them with some of the members of the Advisory Committee for Camp Trip Leader Permits. Any New England camp or program that offers multi-day trips in Maine needs to know and follow these new rules.

Facilitator’s Toolbox: The Art and Science of Experiential Group Facilitation and Teaching,
Jen Stanchfield

Join in this fun and interactive workshop and fill your group facilitation and teaching toolbox with experiential, brain-based techniques to inspire and motivate participants, create a positive and supportive learning environment, and facilitate meaningful reflection and group dialogue. Leave with creative inspiration, new perspectives on experiential, brain-based learning and practical strategies to build a supportive learning environment, and empower learners to take ownership and control over their learning experiences.

How to Activate and Maximize your ACA Membership,
ACA New England Membership Committee

We all know ACA Accreditation is a benefit of being an ACA member, but is the Conference and your ACA visit the only time you use your membership? Do you wonder what the ACA does the rest of the year? Join the Membership Committee as we discuss ways to get involved with ACA New England and some of the hidden gems of being a member. Be sure to also bring your business cards!

Building Partnerships while Filling Your Camp,
Andy Lilienthal

When parents are deciding on a camp for their kids, many times they insist on meeting a camp representative, usually the Director, before making a final decision. Frequently, that requires a home visit. Come to hear four veteran camp directors discuss what they do to represent their camp with authenticity while growing enrollment and laying a foundation for a lasting partnership between the director, campers and the family. Come ready to ask questions and discuss your own experiences.
SATURDAY 1:45-2:15pm
The Simple Secret “Eco System” for Camp Store Success
Spaulding
Sarah Williams, Outfit Your Logo
Based on nearly 20 years of experience working specifically with CAMPS, Outfit Your Logo is ready to share what we have statistically discovered to ensure your camp store success! By ordering specific product types in correct proportions, carefully considering your unique camp culture, recognizing the right questions, understanding new federal safety laws, and finally choosing the right suppliers, camps find that their stores can not only become financially powerful, but an integral part of the entire camp experience.

SATURDAY 2:30-3:00pm
Balanced & Barefoot
Spaulding
Angela Hanscom, Timbernook
Here lies the problem. If we observe children today in their primary daily activities, we would notice that they are often in an upright position. In other words, they’re sitting for long periods of time at a desk, in front of a screen, or in a car – being driven from one event to the next. It is rare to find children rolling down hills, climbing trees, or spinning in circles just for fun. We’ve taken away merry-go-rounds, shortened the length of swings, and done away with teeter-totters to keep children safe. Children have fewer opportunities for outdoor play than ever before, and recess times are shrinking due to demanding educational environments. This lack of play and movement outdoors is affecting sensory development in ways that would surprise most seasoned professionals.

CampExpo will be open:
Friday 3:30pm-6:30pm
Saturday 9:45am-2:30pm
SATURDAY SESSION 3 3:15pm-4:30pm

Making Meetings Meaningful: Simple Ways to Improve Your Meetings During Staff Training and Beyond,
Steve Maguire   Salon B
“Boring! Boring! Boring!” Is that the chant your staff is making or thinking as they sit in your meetings? Do you need some ways to spice things up and your time more effective? Join professional speaker and summer camp staff trainer Steve Maguire, M.Ed, for some new and easy ways to plan and facilitate your meetings during staff training and throughout the rest of the summer.

Ask a Camp Nurse, Linda Erceg   Salon C
This open-ended session is driven by your questions. What do you want to know more about? What are you considering or wondering about?

YES, IT’S FUN-and IT’S A REAL JOB...Solid Solutions to Train Staff to Boost Professionalism and Responsibility,
Michael Brandwein   Salon A
This session provides powerful techniques to get staff to take this fun job seriously and act professionally. Produce positive staff behavior, handle undesired staff behavior with calmness and confidence (in ways that model how we want staff to work with our campers), motivate staff to set and reach for high performance goals, and use highly effective orientation activities and materials that boost staff professionalism. Includes Michael’s “Professional Messages,” “Pomp & Purpose” and “Playing Our ‘A’ Game.”

What Now?, ECP Committee   Coolidge
You’ve learned the “WHAT?” You probably even know the “SO WHAT?” But, “NOW WHAT?”! You might be asking yourself what to do with the wonderful information you got from attending the myriad sessions at the Conference. Come to this panel discussion with seasoned camp professionals. Ask your burning questions. Get advice. Have fun.

Painting with Mary, Mary Strom   Stark
It’s been a long day/weekend. Chill-out. Don’t beat yourself up. Had enough of sitting and listening to workshop presenters fill your head with awesome ideas for camp? Is your head is so full of all these things you can’t fit one more idea in there? Thinking about skipping the last session and taking a nap? or heading to the pool? I’ve been there. Don’t. Come to this session, relax, (*have a drink), chat with other camp professionals, and paint. It will take your mind off all the things you have to do between now and June an put you in the right frame of mind for the evening ahead.
SATURDAY SESSION 3 3:15pm-4:30pm

Take Advantage of Teachable Moments and Create Lasting Lessons! Active and Engaging Reflection Tools & Techniques, Jen Stanchfield  Hawthorne/Frost
Processing or reflection brings learning to life. It helps learners make connections between educational experiences and real life situations and creates pathways to future learning. This interactive workshop focuses on providing you with a variety of innovative reflection tools and approaches that will dramatically improve your ability to turn teachable moments into profound personal insights and lasting lessons. Liven up the traditional sharing circle with new and active ways to engage groups in dialogue and use metaphor to create meaning. Come and experiment with an interesting array of methods that will help you meet the needs of the diverse learners in your groups. Leave with new reflection tools, activities and ideas to add to your facilitation repertoire.

Your Camping Future: Who’s Driving, Gary Forster  Webster
Camping can be a wonderful career. Unless you can’t run a successful camp. As the national director for 265 YMCA resident camps and 2,000 day camps for eight years, an ACA national board member for three years, and an independent camp management consultant (his MBA is from Purdue), Gary has had unprecedented access to research the questions we’ve always raised, but only guessed the answers: Why do campers return to some camps, and not to others? What are the secrets of camp professionals that grow their camps every year? Lots of hilarity (“it’s funny because it’s true”); plus a swift kick in the pants to take control of your own future.

Using the Counselor Creed to Inspire Staff, Susan Chenet  Dartmouth
Use your counselor creed to guide a powerful and inspirational presentation during orientation. Through videos, music, pictures, words, and discussion questions, the meaning and power of camp is introduced to the new staff and as a reminder for returners. Hopefully, after watching the presentation, the viewers will be inspired to create a staff creed and a stunning presentation to introduce the creed’s concepts. If a viewer doesn’t have a staff creed for their camp, they will obtain one to take back to their camp to use or adapt! Come and be inspired.
Supervising Junior Leaders: Coaching the Transition from Camper to Counselor, Christopher Thurber  Salon D
Day camps and resident camps cultivate many of their strongest staff using junior-counselor, leader-in-training and counselor-in-training programs. But who among your supervisory staff is really ready for all the immature and impulsive things junior leaders do? This vital workshop prepares directors, unit leaders and division heads to identify and respond skillfully to the ten most common mistakes junior leaders make. With preparation, training, patience and support, your junior staff will thrive!

ROCK UP your Arts and Crafts Programs with Eco-Art (Environmentally Conscious Art Education) Great for Summer Camp, Groups and Retreats!, Katie Lemay  Hale
Looking for a way to give a shot of AWESOME to your Camp programs? Look no further, this power packed little camp class gem will leave you with a new program that is inexpensive, high quality and super fun for boys, girls, men, women and pets...just kidding about the pets. If you are looking for something good for the environment and highly engaging...while using your creative muscles...ECO-ART might be a good class for you to bring to your camp.

New Games, New Experiences, Nate Folan  Curriers
Play time! Experience new and adapted activities, all different than last year, lead with playful enthusiasm. From icebreakers, energizers, tag games, and teambuilding activities, content will be geared toward the first year counselor to the seasoned veteran. Come play, explore new games, and absorb the effects of engaged participation. Leave connected, energized, and bursting with new ideas to bring back to your site.

Mister G Live: A Sample Camp Concert, Mister G
Mister G’s award-winning bilingual albums are used in schools, camps, libraries and homes across the country to engage children with the dynamic energy of music. Come see Mister G perform a sample, interactive concert illustrating how music can be used in a camp setting to promote environmentalism (Don’t Waste Stuff, Naturaleza), nature appreciation (Bugs, Squirrels), and physical activity (Run, Bailamos). Learn how to inspire your camp community with the irresistible power of music and dance.
Finding Your Camp’s Inspiration

Presented by: Steve Maguire

Finding areas of inspiration at your camp can be found in many areas among staff and kids. Come join Steve Maguire for this fun and interactive session that will concentrate on how to motivate, inspire and keep your staff going throughout the entire summer. Inspiration comes in the form of big events like campfires and all camp activities, but it also happens in small spaces between staff and campers. This session will have you bursting out the doors ready wanting the summer of 2014 to start tomorrow!
SPEAKER BIOS

**Eric Arnold**
Eric Arnold is currently the Executive Director at Hale Reservation, a non-profit organization conducting year-round programs just outside Boston on 1,130 acres. Prior to being at Hale he was the Director of Camp Thoreau and the Thoreau Outdoor Center, a private family owned business in Concord, MA. Eric earned his Masters in Small Business Administration from Lesley University and has served on the Board of Directors for the national ACA and was the President of ACA New England.

**Caren Baruch-Feldman**
Dr. Baruch-Feldman is a clinical and school psychologist. She maintains a private practice and works part-time in the Harrison, NY schools. She has an expertise in cognitive behavioral therapy, anxiety related disorders, and camping. She trained at the Albert Ellis Institute and is a Supervisor in REBT, a type of CBT therapy. In addition, she is part of Anxiety Specialists of Westchester, a group of Psychologists who specialize in anxiety related disorders. Dr. Baruch-Feldman has a strong interest in camping. She has worked for nine years as the Camp Psychologist at Ramah Day Camp. At Ramah and at other camps, she has trained camp counselors based on psychological principles. She has developed a handbook that focuses on positive and proactive approaches to working with campers. She is also a staff member of ExpertOnlineTraining.com. She has developed training videos that have been used by camps across the county. Providing interactive workshops is the highlight of her professional work.

**Jenn Bender**
Jenn Bender has focused on youth and leadership development across camp and organizational contexts. She is Managing Director of New Sector Alliance, which places emerging social sector leaders in competitive fellowships through which they build the capacity of community organizations while benefiting from intensive training and mentorship. Previously, Jenn was Executive Director of The Bridge Center, which provides therapeutic recreation programs, and Program Director at MGH YouthCare, which provides social skills development programs for youth with Asperger Syndrome and related challenges. Jenn holds a BA from Cornell University, an Ed.M. from Harvard University Graduate School of Education and an MBA from Babson College. She is a member of the National Board of Directors of the American Camp Association.
**Matt Brand**
Matt Brand has been involved with camping for over 20 years. He spent 2 years as the Director of Camp Tevya and a number of years prior to that in various administrative and non-administrative roles dating back to when he started as a camper. The other part of his professional career has been spent as a software engineer for companies of all shapes and sizes. He’s worked for startups before with fewer than 3 people and giant companies like HP with over 500,000 people. Matt is usually the biggest technology nerd at camp conferences and always the biggest camp nerd at technology conferences. He is currently the chief architect for Dunwello. Twitter: @realmattbrand

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**Michael Brandwein**
Michael Brandwein (michaelbrandwein.com) is an internationally recognized expert in youth development in education, camps, and recreation. Known for his original techniques taught with an energetic, “use-it-immediately” approach, Michael has made presentations in all fifty U.S. states and on six of the seven continents. Michael is the number one national best-selling author in the camp field, with five consecutive bestsellers on training and leading staff who work with young people: *Skill of the Day: What Great Youth Leaders Do & Say*, *Training Terrific Staff Volumes 1 & 2*, *Learning Leadership: How to Develop Outstanding Teen Leadership Training Programs at Camp*, and *Super Staff SuperVision*. He wrote and presented three Emmy award-winning television programs on communicating with children. He has served on the national board of directors of the American Camp Association and has received two national honors from ACA for his training of directors and staff throughout the world. His Juris Doctor degree is from the University of Chicago. Michael lives in the Chicago area with his wife Donna and their two sons.

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**Visit the CampEXPO!**
Friday 3:30pm-6:30pm
Saturday 9:45am-2:30pm
SPEAKER BIOS

Jim Brown
Jim Brown is the Chief Operations Officer at Becket-Chimney Corners YMCA. He began his career in 1985 as a YUSA Young Professional Abroad, managing refugee programs in Zambia. Jim went on to become a Program Director at the Tokyo YMCA, and then Director for YMCA Camp Erdman in Hawaii. Outside of the YMCA, he lived in Alaska for three years, working in Denali National Park and training sled dogs. Jim has been working at the Becket-Chimney Corners YMCA since 2000, where he manages international partnerships with YMCA’s in Armenia, Australia, Chile, China, Japan, New Zealand, Peru, Uruguay, and Vietnam.

Quinton Buckley
Prior to becoming a full-time camp professional with the American Camp Association, New York and New Jersey, Quinton spent several summers as a Site Director with the YMCA and as a coordinator with the Boys and Girls Clubs before moving onto a career in teaching. He has created numerous camp staff orientations, consults with camps around the region and led workshops across the northeast. His high quality, high content, high-energy programs and innovative ideas are well regarded within the youth recreation industry. In Quinton’s position as the Senior Director of Member Services, he speaks with the community, parents, and other camp professionals about the benefits and importance of the ACA and plans and provides trainings throughout New York, New Jersey, and Pennsylvania. During the summer, he switches gears and serves as a residential camp director in Upstate New York.

Maxine Cadman
Maxine Cadman has been working at day and residential camps instructing arts and crafts since 2005. She earned her Bachelor of Fine Arts degree in Community Art Education from Massachusetts College of Art. This summer will be her 13th at YMCA Camp Nellie Huckins, her home away from home. Maxine currently works for the non-profit organization Jobs for America’s Graduates as a Youth Specialist.
Susan Chenet
Susan Chenet began working at Camp Wa-Klo for girls in New Hampshire in 1982 as a counselor; she continues as one of the directors. Her various positions include or have included Creative Supervisor, Program Coordinator, American Camp Association (ACA) point person, Staff Coordinator, Food Supervisor, and Waterfront Supervisor. During her 28 years at Wa-Klo, she has infused the camp with the energy of theatre through various programs, events, and productions. Chenet also serves on the board for the New Hampshire Camp Director’s Association, the Program Committee for the ACA New England Conference, is an ACA Standards Visitor, and is a member of the New York City Playwrights. Chenet taught theatre classes in St. Charles Parish in Louisiana for 15 years. Her first book Incorporating Theatre Into the Camp Setting was published in 2009. Her two other books published in 2011 are entitled: Nifty 50 Theatre Activities for Kids and Another Nifty 50 Theatre Activities for Kids.

Michael Constance
Michael Constance is the Camp Director at Camp Allen. He has worked as a Counselor, Cabin Leader, and Activities Director. He has a strong interest in employment of individuals with cognitive challenges. Michael has a degree in History from UVM.

Win $1,000 Travel Voucher!
Raffle tickets are $25/each or 5 tickets for $100 & all proceeds go to ACA New England’s Annual Fund! Buy your ticket at the info booth now! Winning ticket will be drawn at dinner Friday night and you don’t have to be present to win!
Thanks to Amerasport for this donation!
Connecticut Camp Guys
Patrick Connelly is the Outdoor Center Director of YMCA Camp Ingersoll, a Program Center of the Northern Middlesex YMCA in Middletown, Connecticut. Since 1990 he has been in the YMCA movement at the Greater Hartford YMCA and the Southington-Cheshire Community YMCAs before joining the Northern Middlesex YMCA in 2000. Patrick is a Faculty Trainer for International Initiatives and has served on the International Camp Counselor Program Committee. He has presented at several national YMCA conferences including the Program Expo in San Diego, the ACA New England Camping Conference and Tri-State Camp Conference, and the National YMCA Camping Conference. Patrick is an active member the Connecticut Camping Association, the Association for YMCA Professionals where he also serves on the executive board and is the past chairperson of the Membership and Program Network for Connecticut YMCAs.

Mark Pooler is the Outdoor Center Director at YMCA Camp Sloper, a Program Center of the Southington-Cheshire Community YMCAs, and has the Camp Director for the past 15 summers. Mark started his YMCA work as a Counselor-In-Training and has worked within the YMCA movement for over 20 years. Mark earned his bachelors degree in Community Recreation from Southern Connecticut State University and became a Professional YMCA Director in 1996. He holds his Senior Director Certification from the YMCA of the USA; he is a Faculty Trainer for the YMCA Day Camp Director Course and a Trainer for YMCA Program Management and Working With Volunteers. Mark is an active member of many camping and professional organizations including the Connecticut Camping Association, the American Camp Association and the Association for YMCA Professionals where he currently serves on the executive board. Mark has also been the past chairperson of the Membership and Program Network for Connecticut YMCAs. He has presented at several national conferences including several YMCA Program Expos, the ACA New England Camping Conference and Tri-State Camp Conference, the National YMCA Camping Conference and most recently served on the planning committee for the 125th YMCA Camping Celebration Conference.
**SPEAKER BIOS**

**Rob Crawford**
Rob Crawford serves as Director of Marketing and Public Relations at Fay School in Southborough, Massachusetts, which runs four separate summer programs for children ages 3-15. He is a parent of five young children and is married to a woman he met when they were day camp counselors together. Rob holds a B.A. from Dartmouth College, an M.Ed. from Lesley College, and an M.B.A. from University of Michigan. In 2007, Rob was elected Vice President of Red Sox Nation.

**Tim Davis**
Tim Davis is a full time Recreation Leader for the Town of Brookline, Ma Recreation Department. He serves as the coordinator for the Department’s Summer Day Camp program serving nearly 1,000 children over the course of a summer. Tim holds a Master’s degree in Recreation and Leisure Administration and Supervision from Southern Connecticut State University and a Bachelor’s degree of Recreation Management and business from Springfield College. Before coming to Brookline Tim served as a marketing coordinator for NBC sport’s Dew Tour Action Sports Tour in Boston, Orlando, and Vermont coordinating business and customer experiences before he realized his true love for municipal and camp programs. Tim went on to become a program analyst for Ridgefield, CT Parks and Recreation as well as a Camp/Program coordinator and Orientation Consultant for Bethel, CT Parks and Recreation before serving Brookline, MA. Besides Brookline’s camp programming Tim serves as the coordinator for the department’s school age after school program and Teen club with over 1,000 members.

**Jessica Decke**
Jessica, camp director at the University of Maine 4-H Camp and Learning Center at Tanglewood has been working in the environmental education field for fifteen years and is excited to bring her passion for science to camp. One of the best parts of her job is watching people of all ages learn new things. When not playing at camp, she enjoys reading, exploring and tinkering with food, cloth and art. Her favorite Law of Ecology is “everything is connected.”
SPEAKER BIOS

Ethan Doss
Ethan Doss is the owner of Quest Consulting - a business that provides outdoor recreation consultation and planning to agencies and individuals. His specialties lie in assisting camps with challenge course management, adventure program development and trip planning logistics. Some of his other jobs include working for Project Adventure as a challenge course trainer and directing the EDGE adventure program at the Barbara C. Harris Center in Greenfield, NH. When he isn’t saving the world one adventure program at a time, Ethan enjoys carving fresh ski tracks through the backwoods of NH. Ethan is excited to return as a presenter to this conference and to share his 15+ years of experience in the fields of camp, adventure and experiential learning.

Linda Erceg
With many moons of camp experience and degrees in nursing, psych, health education and physical education, Linda Erceg is usually found in northern Minnesota where she works year-round as a camp nurse and Associate Director for Health & Risk Management of Concordia Language Villages. She’s also Executive Director of the Association of Camp Nurses. Linda has been instrumental in the Healthy Camps initiative, is an ACA Standards Visitor, writes a Camping Magazine column, has a history of speaking at various conferences, and co-author of The Basics of Camp Nursing. “Healthier camping for all” is her personal motto and a reflection of her professional commitment to the World of Camp Health.

Brandon Fitts
Brandon Fitts has been working for the past 2 years for the Brookline Recreation Department as a full time Certified Therapeutic Recreation Specialist. Prior to his coming to Brookline he worked as an intern at the National Institutes of Health in Bethesda, Maryland serving children on a pediatric, inpatient psychiatric unit. He holds a Bachelor of Science degree in Recreation Management and Policy, Option in Therapeutic Recreation, from the University of New Hampshire. Brandon is a member of the Massachusetts Recreation and Parks Association as well at the American Therapeutic Recreation Association. Brandon was the first CTRS to come to Brookline and he helped found the Recreation Therapy Division which now offers year-round programming to over 200 participants and families with disabilities. He is the Local Program Coordinator for 6 Special Olympics Sports that occur in every season throughout the year. Brandon is actively involved with the Summer Camp program in enhancing it to make the summer inclusive and successful for all children. In 2011 Brandon received the Future Professional of the Year Award from the University of New Hampshire’s Recreation Management and Policy Degree Program and in 2013 he received the Therapeutic Recreation Professional of the Year award from the Massachusetts Recreation and Parks Association.
SPEAKER BIOS

Tara Flippo
Tara Flippo, M.A., is Youth Program Director at UNH’s The Browne Center and Clinical Faculty in UNH’s Outdoor Education Program. Tara has extensive experience presenting at regional and international conferences on diversity and social justice topics. Her master’s work was on developing social justice workshops and trainings in the outdoor experiential education field.

Nate Folan
Nate believes play and authentic relationships enhance our existence. He has enthusiastically supported the development of camp, school, therapeutic, and business professionals and programs for nearly 20 years. A dynamic facilitator and trainer, Nate engages groups at regional and national conferences with sincerity, playfulness, and compassion. He offers workshops in the effective use of adventure-based experiential methods to engage participants, build relationships, develop individuals and teams, and inspire meaningful (and nonsensical) memories. Nate coauthored The Hundredth Monkey: Activities that Inspire Playful Learning (2012) and is contributing to a premium online activity resource called playmeo.com. Contact: natefolan@gmail.com

Mister G
Called a “kid-friendly, bilingual rock star” by The Washington Post, Mister G (Ben Gundersheimer) was recently named one of the “Best Live Acts for Kids and Families.” A Parents’ Choice Gold award-winning artist, he has written and produced four albums of all-original music for children, which have been picked as top kids’ CDs by People magazine, Parents magazine, Education.com, and Daily Candy. Awarded the first song-writing scholarship in the history of Berklee College of Music, he toured as a critically-acclaimed indie rocker prior to earning a Masters in Education and becoming a family musician. You can learn more about Mister G at: mistergsongs.com.
Gary Forster
Gary Forster has worked with the staff and volunteers at more than 250 camps in 43 states, just since 2001. Gary focuses on improving a camp’s return rate and word-of-mouth, both dependent on program quality, to help camps grow quickly. Previously he served 9 years as the national camping specialist for the YMCA of the USA, 18 years as executive director of Camp Jewell YMCA (CT), and past national ACA board member. He holds an MS in Management from Purdue University and Bachelor of Architecture from Kent State University. Contact him at gary@garyforster.com and download handouts at: www.garyforster.com

Jeff Frigon
Jeff Frigon is the Youth & Student Programs Coordinator & Challenge Course Steward for UNH’s Browne Center for Innovative Learning and has been in the field of experiential and adventure education for more than 15 years. At the Browne Center, he is involved in staff hiring, training, & development, program design & delivery to youth and non-profit clients, and creating experiential-based curricula for use in schools. Jeff is a core team member of the Courage to Care, an experiential-based antibullying curriculum for middle school students and has recently appeared on NHPR’s “The Exchange” and at Standup NH in his role as an antibullying educator and facilitator.

Keith Garbart
Keith Garbart is the Camp Director at Winding Trails Summer Day Camp in Farmington, CT. He has been in camping for over 20 years as counselor, athletic director, and camp director in both overnight, day, and parks and recreation camps. He is currently the President of the CT Camping Association and on the Board of Directors of ACA-New England and serves on the Professional Development Committee. Keith is also involved with the New Camp Directors Workshop in CT and at the ACA New England conference.
SPEAKER BIOS

Becky Gilles
Experienced in day, resident, for-profit and not-for-profit camps. Is the Camp Director & Youth Birding Coordinator at Mass Audubon’s Drumlin Farm Wildlife Sanctuary. Becky is a Standards Visitor and is on the Conference Committee. Becky has been working in the camping industry for over 25 years in both New England and in the Southeast. She has a Master’s in Environmental Studies from Antioch University New England.

Georgia Hall
Georgia Hall is a Senior Research Scientist at the National Institute on Out-of-School Time (NIOST) at the Wellesley Centers for Women at Wellesley College and specializes in research and evaluation on youth development programs, settings, and learning experiences. Several of Dr. Hall’s projects focus on how out-of-school time (OST) environments can promote healthy behaviors and thereby reduce children’s risk of obesity and chronic disease. Hall served as Principal Investigator on a national study of physical activity and healthy eating practices in OST programs funded by the Robert Wood Johnson Foundation (RWJF) and has just completed an RWJF Commissioned Analysis on the implementation of Healthy Eating and Physical Activity Standards in a national set of OST programs. Hall also served as Principal Investigator for After School Gets Moving. This was a randomized control trial study of the impacts of a professional development resource for out-of-school time program staff on children’s pedometer step counts in a national sample of OST programs. Hall has served for three years as Principal Investigator for a research study on BOKS, a before school physical activity program sponsored by the Reebok Foundation. Dr. Hall’s work has also focused extensively on quality program improvement initiatives including four summers as Principal Investigator for NIOST’s evaluation of the Boston Summer Learning Project and the MA Department of Education 21st Century Summer Learning Pilot. Working with a team of colleagues at the Wellesley Centers for Women, Hall is co-leading an investigation of OST program practices that support immigrant and refugee children and families. Hall is the Managing Editor of Afterschool Matters, a journal for OST practitioners, researchers, and other related professionals. Georgia is a Board Member of the American Camp Association, New England and is an enthusiastic youth soccer, basketball, and softball coach in her local community.
SPEAKER BIOS

Jen Hargrave
Jen currently works for the Fresh Air Fund Sharpe Reservation in Fishkill NY. She is a Program Coordinator at their environmental education center. Jen has a long history with ACA New England and loves presenting craft workshops so she couldn’t stay away this year (even if she is now in New York). Jen is a lifelong crafter, having learned many of those crafts from her mother and through Girl Scouting. She has been a craft director at summer camp as well as offered a variety of workshops for kids and adults alike. Her favorite winter crafting sport is knitting, last summer she re-discovered a love for stained glass, she is also an avid scrap booker…but trying and finding new types of crafts is also a favorite past time!

Donna Johns-Thomas
Donna has been the Director of Member Services for ACA New England for ten years. Prior to her work with ACA she was a camping services manager and camp director for the Girl Scouts. She worked with camps in Ohio, Michigan, Louisiana, Indiana and Massachusetts. Donna attended The Ohio State University majoring in Sociology of the Family and Musical Theater.

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Ira Kittrell
Ira L. Kittrell, MA, CCC-SLP, is a Speech-Language Pathologist and long time camping professional. He specializes in pragmatic language disorders and executive function issues. Ira’s experience includes time as a special education classroom teacher, director of Camp TOVA—a special needs summer camp program, and summer programming for The Speech Solution; a pragmatic/social language private practice specializing in children with behavioral or executive function issues, and as an assistant director and recruitment coordinator for an overnight camp in Rhode Island, Camp JORI. Ira also works as an SLP in the Easton Public Schools and works with students who have significant emotional, behavioral and learning issues. He has conducted training sessions and in-service programs for schools and organizations across the eastern seaboard and has been featured in numerous publications, on network television and national radio. He has been awarded the “Heroes Among Us Award” by the Boston Celtics, and the “E- Achievement Award” by E-Town for his innovative approach to pragmatic language programming. Ira has served as the local coordinator of a Passport to Israel through the Myra Kraft Foundation and has assisted in coordination of numerous other programs for local youth. He earned his MA in Speech-Language Pathology from New York University and is a member of the American Speech-Language-Hearing Association.

Kate Lemay
Kate Lemay, began in the camping world in 1999 and has worked first hand in over seven YMCA Camps. Her current role is as the Director of Programs for the YMCA of Greater Boston Overnight Camps. She is also an accomplished artist and merged her worlds in 2005 when she earned her Master in Arts from the University of the Arts in Environmentally Conscious Art Education for Traditional Camp Settings (She may be the highest educated Popsicle stick construction instructor alive...) Kate is a passionate teacher who enjoys working with others to spread the joy of camping and the arts.
SPEAKER BIOS

Sarah Leshay
Sarah “Fluke” Leshay is the director of Camp Runels in Pelham, New Hampshire. This is her fourth summer working at Runels - and singing is one of her favorite activities to do at camp! Sarah believes camp gives kids a chance to try new activities in a safe and supportive environment, as well as helping to cultivate lifelong friendships. During the school year, Sarah spends her time professionally as a high school science teacher. Sarah actively volunteers with Girl Scouts, leading troops for Girl Scouts of Eastern Massachusetts and Girl Scouts of Green and White Mountains.

Andy Lilienthal
Andy has been the owner/director of Camp Winnebago since 2003. He lives in South Portland, Maine and is the husband to Laura and father to Levi (11) and Rafe (5).

Steve Maguire
Steve Maguire is a veteran in the fields of education and summer camp. He has been teaching, coaching and working with camps for the past fifteen years. Upon graduation from Plymouth State University in 1997, Steve began working as a middle school teacher and coach. He has been a full time public school teacher, entering his 14th year teaching in the fall of 2010. He has also served in various summer camp roles from general counselor to camp director. Six years ago, Steve began presenting professionally, and has since presented for such nationally recognized organizations as the American Camp Association, National Parks and Recreation Association, Independent School Health Association, Massachusetts Interscholastic Athletic Association, as well as various other camps and secondary schools. He is currently a member of the National Speaker’s Association and has presented to thousands of students, camp staff, kids and parents over the last 6 years. He has been both a keynote and education session hit at any conference where he’s presented.
SPEAKER BIOS

Whitney McMullan
Whitney McMullan is currently a Clinical Social Worker/Therapist in New York City where she specializes in clinical treatment of young adults and children in a college and elementary school setting. Her area of focus is working with individuals and communities dealing with varying DSM V mental-health diagnosis, specializing in the treatment of trauma, depression and anxiety with a focus on implementing trauma-informed care. Whitney received her Masters in clinical social work at Columbia University School of Social Work. Whitney has been in the field of camping since birth at Alford Lake Camp in Hope, ME where she is a third generation camp professional, starting out as a camper moving on to staff member and then Key Leader. She has headed ALC’s Junior Counselor trainee program multiple times and has planned and implemented staff training programs for the entire camp staff. Her focus while training staff is on child development, behavioral strategies and successful teaching techniques for all types of learners. Her staff support centers around educating and empowering counselors to utilize different approaches to behavior changes and positive camper empowerment.
SPEAKER BIOS

Bo Mitchell
Bo Mitchell was Police Commissioner of Wilton, CT for 16 years. He retired in February 2001 to found 911 Consulting which creates emergency, disaster recovery, business continuity, crisis communications and pandemic plans, plus training and exercises for organizations like GE Headquarters, Hyatt HQ, MasterCard HQ, 28 campuses and Camp Becket. He serves clients headquartered from Boston to LA working in their facilities from London to San Francisco. Bo has earned 16 certifications in homeland security, EM, DR, BC, safety and security. He also serves as an expert in landmark court cases nationally.

Ian Moorhouse
After receiving his Bachelor’s Degree in Stage and Tour Management in London, Ian went on to work as Company and Tour Manager for the London City Opera for 3 years. Ian grew up in Swindon, England and in 1995 he crossed the big pond to work for Crossroads for Kids, a year round program for inner city kids of Boston. In 2006, Ian joined the Hill House as Program Director, and in 2010 became the organization’s Executive Director. Currently, Ian is Director of Campus Programs at Dexter Southfield. Ian is a board member for ACA New England and enjoys being a Standards Visitor.

Cindy Pierce
Cindy Pierce is a comic storyteller and speaker. Combining outrageous humor and years of research, she enlightens a wide variety of audiences about healthy sexual relationships. Cindy performs variations of her original show Finding the Doorbell as well as two other shows: The Truth About Intimacy: An Upgraded Version of “The Talk” in the (Mis) Information Age and Comfort in the Stumble. Cindy is the co-author of Finding the Doorbell: Sexual Satisfaction for the Long Haul. With three kids storming into their teens, Cindy is a bit of a social liability for them, but her husband, Bruce, keeps the family grounded. Cindy and Bruce live in Etna, N.H., where they own and run Pierce’s Inn.
Thayer Raines
Thayer Raines is Professor of Recreation and Outdoor Studies specializing in Youth Development & Camp Management degree programs. Concurrently, he is the Co-owner and co-director of Roaring Brook Camp for Boys in Bradford, VT, having served as a peer mediation, conflict resolution, adventure facilitator and staff trainer. He is a graduate of Indiana University (ReD. Outdoor Recreation Administration), The Pennsylvania State University (M.S. Outdoor Recreation), and West Chester State University (B.S. Ed.). He holds instructor and instructor trainer certifications with WEA, ACA, PSIA, NSP, PA, LNT, & ARC.

Anthony Rao
For more than 20 years, Dr. Rao worked in the Department of Psychiatry at Children’s Hospital Boston, and served as an Instructor at Harvard Medical School. Dr. Rao consults with families all over the country, and is the founder of Behavioral Solutions, a therapy practice in Lexington Massachusetts. Dr. Rao has been a featured expert on documentaries for the A&E series Investigative Reports and MTV’s True Life series, and regularly appears on news segments pertaining to children and families. He’s been interviewed for articles in several publications, including The New Yorker, Parent’s Magazine, The Boston Globe, The Chicago Tribune, and The Washington Times. His editorial letters and opinions have appeared in Newsweek, The New York Times, Scientific American, and New York Magazine. His book, The Way of Boys: Promoting the Social and Emotional Development of Young Boys, was released in paperback by HarperCollins in 2010. He is currently working on his next book concerning the growing epidemic of anxiety in America.

Bob Rojee
Bob Rojee is currently the Director of Auxiliary Programs at the FAY School, an independent school for children in grades Pre-K to grade 9, with optional boarding for students in grades 7th-9th. Bob has worked for 10 years in non-profit organizations and has 12 years of for-profit organizational experience, including a start up sports/recreation business. Bob is currently a member on the Conference Committee and has previously received the New Leadership award from ACA New England.
SPEAKER BIOS

Nat Saltonstall
Nat Saltonstall is the Director of Summer Programs at Beaver Country Day School in Chestnut Hill, MA. Each summer, Beaver enrolls over 1300 campers ages 3-15 and employs 220 seasonal staff in its 8 week recreational day camp program. In addition, Nat is the current Board President of the American Camp Association of New England, an organization dedicated to enriching the lives of children through quality camp experiences. With AISNE, Nat serves on the Summer Program Director’s Advisory Board and has lead multiple workshops. As a summer programs consultant, he works with schools and other non-profits to design high impact programs. Nat’s background includes 25 years of work administrating and teaching in independent schools as well as 20 years leading summer camps and programs. Nat is a graduate of Middlebury College and received his Masters in Education from Harvard University.

Joshua Scott
Joshua Scott is the Aquatics & Camp Director for the Northwestern CT YMCA. In the summer he is the director of YMCA Camp Wa Wa Segowea, a camp with a large waterfront program and a capacity of only 90 kids. He has 14 years aquatic & waterfront experience. He has worked in a variety of aquatic and waterfront leadership roles from aquatics director to waterfront director. He has worked at some of the larger camps on the East Coast, with their waterfront programs, including YMCA Camp Sea Gull & Camp Seafarer. He holds a BS in Psychology Degree. He holds these certifications: Day & Resident Camp Director, Swim Lesson Instructor Trainer, Lifeguard Instructor Trainer, Small Craft Safety Instructor, BLS & First Aid Instructor Trainer, Nationally Registered EMT, and Aquatic Management.

Elizabeth Snell
Elizabeth is the Membership and Accreditation Coordinator for ACA New England. Prior to arriving in New England she spent 3 years as Standards Chair in Indiana. Elizabeth brings over 15 years as a camp professional and youth educator. With degrees in Sport Management and Outdoor Education she has directed day and resident programs for the YMCA and Girl Scout organizations.
Jen Stanchfield
In her 25 years in the field Jen has worked as a clinician in treatment centers for children, adolescents and adults, as a teacher, challenge course facilitator, and in the professional training setting. Through these experiences she has developed an extensive repertoire of experiential activities, tools and methods she brings to her engaging and informative workshops and training sessions. She is known internationally for helping experiential facilitators add to their repertoire of reflective tools and strategies. She has worked with schools and community programs in many diverse settings in the U.S and abroad to promote experiential methods to develop a positive learning environment increase student engagement and develop positive assets and social emotional skills. She has a master’s degree in Experiential Education from Minnesota State University, Mankato. Jen is author of A Teachable Moment and Tips & Tools for the Art of Experiential Group Facilitation.

Mary Strom
Mary is the Director of Outdoor Program at Girl Scouts of Eastern Massachusetts where she oversees 4 Resident Camps, 11 Day Camps, 2 Family Camps, and all year-round council Outdoor Programs. Mary has worked in/at camp since 1991 and volunteers on the Conference Committee. When she’s not at camp, Mary enjoys running and swimming. She will be running in this year’s Boston Marathon for Girl Scouts and is working on swimming across America one state at a time (12 down 38 to go). Mary is also a volunteer in the Penguin Colony at the New England Aquarium. She has a Bachelors in Fine Art from Bridgewater State College and enjoys painting, drawing, metals, and woodworking.

Doug Sutherland
Doug Sutherland has been in the camp field for 15 years. He is currently the Assistant Director at Camp Nashoba North. Previously, he has worked for Boston University Sargent Center and Nature’s Classroom at Sargent Center as Director of Adventure Camp, where he started out as a counselor. Originally from St. Louis, MO, Doug moved to New Hampshire in June of 1999 to work directly with children and adults in an outdoor setting. He is looking forward to watching his young daughter grow up in the camp industry.
**SPEAKER BIOS**

**Christopher Thurber**
Dr. Christopher Thurber has devoted the past 26 years to promoting positive youth development. He serves as the psychologist at Phillips Exeter Academy and helps train camp leaders, parks & rec staff, and independent school faculty worldwide. Chris co-authored *The Summer Camp Handbook* and hosts “The Secret Ingredients of Summer Camp Success”, ACA’s homesickness prevention DVD. His latest creation is ExpertOnlineTraining.com, which produces educational videos for youth development professionals. Visit CampSpirit.com to learn more about Chris’s professional work. Follow him @drchristthurber.

**Jill Vetstein**
Jill Vetstein is a Licensed Independent Clinical Social Worker, Developmental & Early Intervention Specialist, Certified Infant and Toddler Teacher, as well as a writer, blogger and professional speaker. She has been empowering families, educators and camps professionals for over thirteen years. Jill’s passion for helping children and educators prompted her to start “Nurturing Parents and Teachers” – a one stop resource for parents, early childhood educators and camp professionals. Jill offers a wide variety of education and consulting workshops and trainings in various formats such as teleseminars/webinars, private coaching, e-coaching, distant learning programs, enrichment handbooks, empowering products and live trainings. She presents and offers consults and programs to individual parents and to various types of agencies including childcares, preschools, summer camps, parent education organizations, parenting groups, and more. These programs and trainings are for the everyday parent and educator that struggle with the everyday challenges and frustrations. Participants gain a fresh new understanding of their children’s behaviors so they can ignite positive changes.
Chris Wentworth
Chris Wentworth has been the Operations and Trip Coordinator for Wyonegonic Camps in Denmark, ME since 2003. He has been involved in both non-profit and private camps for over 25 years. He is a Master Leave No Trace Educator, Wilderness First Responder, Maine State Trip Leader Instructor, Swift Water Rescuer and a member of the recently formed Advisory Committee for Camp Trip Leader Permits in Maine.

Allison Wittenberg
Prior to joining the American Camp Association, New York and New Jersey, Allison was a preschool teacher in White Plains, New York. Having spent a lifetime of summers at camp, she is extremely passionate about the benefits of the camp experience. After attending day camp for eight years, she went on to experience a resident camp in the Adirondacks for three years. Allison then returned to her day camp where she held several positions including Group Leader, Division Head and Administrative Assistant. In her time at camp, she coordinated the staff recreation program, ran special events and assisted with staff training. Allison enjoys training staff all over New York and New Jersey and working with camps to enhance their programs and operations. She is happy to be part of the ACA, NY & NJ team, and loves connecting with fellow youth professionals all year long.

Susan Yoder
Susan E. Yoder serves on the staff of the American Camp Association. Among her responsibilities are Team Leader for the ACA Camp Crisis Hotline, and staff Liaison to the Public Policy Committee.
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