

Day & Time	Session Title	Session Description	Room	Speaker(s)
Tues 3/12 8:30-9:30 am	Back to Black: Benefits of Giving BIPOC Youth the Space to Empower Their Voices	Join us for a dynamic discussion led by Nelson Strickland. This panel offers a unique perspective from Camp Jamison's campers-turned-staff and leaders. Hear their journeys, the impact of affinity spaces, and the benefits of empowering BIPOC youth to create them. Discover insights into personal growth, unity, and the transformative power of these spaces. After the discussion, engage in a question-and-answer session. Celebrate diversity, inclusivity, and the potential of young voices as leaders.	Room 401	Jacqueline McDonough Jordan Mason Deja Ray Jamel Edwards Nelson Strickland
Tues 3/12 8:30-9:30 am	Back to the (Sensory) Shack - What Came Next	After a successful pilot program at Morry's Camp 2023, we're going back to the (sensory) shack! In this session, participants will learn about sensory integration needs for all (also known as "sensory diets"), as well as specific strategies and tools to help integrate sensory spaces, play, and self-regulation into various camp programs. This workshop will focus on specific case examples from Project Morry, including the incorporation of: varied multisensory spaces, nature and music therapy techniques, and enhanced family communication as part of the sensory program at Morry's Camp. This session will expand on information presented at the 2023 Tri-State Camp Conference and will leave participants with more tools and techniques to help them develop sensory programs relevant to their own camp environments.	Room 314	Kristen Mercado
Tues 3/12 8:30-9:30 am	Balancing Your Mission and Customer Service	Discover the delicate art of harmonizing exceptional customer service with the core values and mission of your camp. Explore strategies and real-world examples that empower you to provide exceptional experiences for campers and their families while staying true to the heart and soul of your camp's purpose. Learn how to strike that perfect balance, where every interaction reinforces your mission, creating lasting memories and loyal advocates. Don't miss this opportunity to refine your approach and elevate your camp's impact!	Room 408/409	Charlotte Brown
Tues 3/12 8:30-9:30 am	De-Escalation At Camp: How To Prepare Your Staff For Difficult Conversations	Drawing from principles covered by public safety officials in university settings in their trainings, this workshop will first provide tangible tips for de-escalation, and then will shift the focus on how to adapt these principles to your orientation and training programs, as well as to elements related to your feedback/evaluations, customer service, and marketing/messaging to prospective families.	Room 304	Max Claman
Tues 3/12 8:30-9:30 am	Disability Inclusion Includes ALL Staff: Getting Your Team on Board	Disability inclusion is the commitment shared across an organization to ensure all are welcomed and meaningfully participating. The weight of inclusion cannot solely fall on the shoulders of inclusion staff. Bring your whole team on board the inclusion train where everyone has a role to support children with disabilities. Support your Inclusion Specialist in giving front line staff the tools and confidence to be disability inclusive, helping ALL to be successful.	Room 322	Lisa Drennan

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Tues 3/12 8:30-9:30 am	From Rags to Riches: Camp Success on a Shoestring Budget	Drawing from our personal journeys, Eddie & Gabi will delve into the remarkable transformations we achieved when faced with limited budgets and seemingly scarce resources. Having both navigated the challenges of running camps with modest financial means, we understand the art of turning limitations into opportunities. Our presentation will be a testament to the power of creativity, innovation, and sheer determination in crafting unforgettable summer camp experiences. We'll share our success stories, practical tips, and imaginative solutions that allowed us to create some of the most fun and engaging summer camps, even when resources were scarce.	Room 415	Eddie Norgard Gabi St. Fleur
Tues 3/12 8:30-9:30 am	Fumble or Fiasco? Teaching Campers and Staff to Learn from Failure	In our achievement-obsessed culture, both children and adults focus narrowly on success and ignore the missteps that lead to failure. That bias protects our pride, but it slows learning. The result? More failure. In this unconventional workshop, you'll learn how to boost your self-awareness and humility high enough to look honestly at the path to failure. You'll also practice guiding someone through the process of learning from serious failure. A next-level leadership tool for campers and staff.	Room 302	Dr. Chris Thurber
Tues 3/12 8:30-9:30 am	Improvisation: It's Not a Scary Word!	Whether your camp is a theater arts camp or a traditional camp, your campers will be thrilled to let their imaginations run wild. During this session we will enter into a safe space where all will engage in building community through a variety of games with a reminder of why we improvise and some takeaways for your camp. We will use the age-old improvisation saying "Yes, and..." to foster the growth of individual and group understanding. We will begin with a warmup consisting of a name game and an energy builder. Next, we will utilize quick improvisation games to remind us of the roots of improvisation. Lastly, we will push our imaginations to their limits with a short form game during which we remember that improvisation is not scary; it's fun!	Room 312	Jesse Barfield
Tues 3/12 8:30-9:30 am	Intentional Training for your Program Specialty Staff	When you create your orientation plans, do you intentionally think about the training needs of your program specialty staff? Beyond the technical training required for your lifeguards, athletics specialists, creative arts staff, challenge course/ropes team and any other program specialty staff at your camp, there are meaningful training messages that will help these team members create dynamic programs in their areas this summer. This interactive session will share a variety of activities that you can use with your program specialty staff to support them as they engage with campers and make a difference through the exciting program experiences that they provide.	Room 402	Jed Buck Roz Buck

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Tues 3/12 8:30-9:30 am	Navigating the Regulatory Requirements of New Jersey Summer Camps	This session will inform new and returning camp operators about some of the regulatory requirements associated with operating within the State of New Jersey. We will cover the regulatory landscape, registration and licensing requirements, and other topics any camp operator should know prior to setting up shop in New Jersey!	Room 310	Danielle Clemons
Tues 3/12 8:30-9:30 am	Navigating Your Camp Career: Dream Big & Strategize Smart	Feel stuck in your current role and unsure about the next steps? This session is your catalyst for change. Let's explore your untapped career potential, from climbing the organizational ladder to thinking about a camp of your own. We'll spark your imagination to dream big and arm you with practical strategies to make those dreams a reality. We'll reflect, we'll talk to each other, and we'll leave excited to do more.	Room 311	Allison Krabill Jack Schott
Tues 3/12 8:30-9:30 am	Operationalizing Your DEI Initiatives	Since 2020, camps have made a renewed commitment to DEI efforts at their camps in order to create a more equitable and inclusive camp experience. However, many individuals and organizations struggle with translating good intentions into sustainable action. This workshop will discuss how camp leaders can build the foundational structures needed for our DEI efforts to be impactful. This workshop is designed to equip participants with the skills and strategies needed to stay accountable to our DEI efforts and embed them in both culture and policies.	Room 404	Simone Gamble
Tues 3/12 8:30-9:30 am	Print & Play	From Jim's newest ACA Bookstore project, <i>_Print & Play_</i> , comes this collection of group activities that you can facilitate simply by photocopying or printing pages from the book - no other props required. In this session Jim will provide print-outs and attendees will learn how to play these prop-free games and activities.	Room 201	Jim Cain
Tues 3/12 8:30-9:30 am	Responding to Reports of Physicality Between Bunkmates	Camps are increasingly fielding reports of physical conduct between bunkmates including intimate touching, simulated sex and sexual teasing and aggression. This conduct poses legitimate risks to camps. It can have a harmful impact on the affected campers and camp culture and can trigger legal reporting requirements, disciplinary action and the need for difficult conversations with campers, staff and parents. In this session, experienced camp legal advisors will discuss the risks camp administrators face when a report of this nature is made and share best practices for addressing these situations in a way that safeguards a joyful camp experience for all its campers.	Room 417	Rena Paul Margaret Gandy
Tues 3/12 8:30-9:30 am	Sew Fun Hands-on Workshop	Through hands-on experience, attendees will craft their own unique take-home projects by learning about basic sewing machine principles. They will learn how sewing can be a lifelong and fun creative outlet to integrate into their camp. This session is designed to seamlessly demonstrate that sewing is not only an accessible and enjoyable skill but also a versatile and lifelong tool for self-expression and creativity to incorporate in camp programming.	Room 418	Wendy Berglass

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Tues 3/12 8:30-9:30 am	The Integrations Your Small Camp Office Needs: A Day Camp Panel Discussion	Learn from day camp directors and owners about how to create and leverage API integrations with your camp registration database.	Room 403	Eric Wittenberg Matt Kaufman Howie Grossinger Will Pierce
Tues 3/12 8:30-9:30 am	This Is Not That: Guiding Staff On A Journey From The Ordinary World To The Extraordinary Camp World	If you've ever been concerned that your staff is not mature or ready enough to implement the skills you teach, this program is for you. To truly "orient" staff demands more than just talk, skills and stories- it requires experiences that are transformative. Learn how to create meaningful experiences in various locations at camp so staff associate being there as something impactful and special. Lay the groundwork for staff readiness for your camp magic to unfold.	Room 303	Kim Aycock Jeffrey Leiken
Tues 3/12 12:30-1:30 pm	Dining Hall: 4-H Camp Roundtable (Moderated by Amy Murphy and Paul McFarland, Jr.)	Join other 4-H camp staff professionals to network and brainstorm with others in similar positions. Learn what others are doing within their state camp programs and share programming ideas and resources. Come hear more and participate!	Room 405/406	Amy Murphy Paul McFarland, Jr.
Tues 3/12 12:30-1:30 pm	Dining Hall: CITs, LITS, and Junior Counselors, Oh My! (Moderated by Marisa Gershwin)	Whether you call them CITs, LITs, Junior Counselors, or something entirely different, many of us run programs for campers in a leadership position. Such programs result in many positives like expanding the development of leadership skills and cultivating experienced future staff. These programs can also bring about challenges like managing the blurred lines of a CIT and staff member working relationship and the typical "I'm paying to work" comments. In this dining hall, attendees will have the opportunity to share and take what works, what doesn't work, what they want to make work and more. Topics will include and are not limited to: program components, leadership opportunities, camper/staff relationship management.	Room 415	Marisa Gershwin
Tues 3/12 12:30-1:30 pm	Dining Hall: Dealing with Crises at Camp (Moderated by Thomas Coffey)	Join our moderated conversation about how fellow camp professionals have dealt with crisis at camp. Learn from each other how to best handle crisis and more importantly, come though it stronger. From firearms being located in staff belongings, to the loss of a camper or staff member, to fires that damage property, or to communicable diseases/illnesses that have affected the camp season, hear how we as camp professionals formulated and acted on these situations and how they overcame them.	Room 403	Thomas Coffey
Tues 3/12 12:30-1:30 pm	Dining Hall: EPIC Meet-and-Eat (Moderated by Lisa Johnson)	EPICs have the opportunity to meet and eat together, not after hours and not during a session. A time for networking and casual conversation that is relevant to EPICs.	Room 402	Lisa Johnson

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Tues 3/12 12:30-1:30 pm	Dining Hall: How Much Should I Communicate With Parents - A Roundtable Discussion (Moderated by Cheryl Goldstein)	Communicating with parents during the summer and offseason has become crucial. It requires a multifaceted marketing strategy that many camps find challenging. Campfire Creative Marketing will lead camps in a round table discussion on how to keep parents in the loop without overloading them with too much information. Let's share ideas, address issues, and look at trends. Although it may seem like a burden, building relationships with your parents is actually an opportunity for growth. Come ready to learn, listen, and contribute!	Room 401	Cheryl Goldstein
Tues 3/12 12:30-1:30 pm	Dining Hall: How to Manage Your Former Peers: A Discussion (Moderated by Adam Grundfast)	Were you just promoted and put in a leadership role where you manage others? Assuming leadership for the first time already requires the development of skills you may not have yet, but assuming a leadership role where you manage your former peers is an additional challenge to overcome. In this moderated discussion, both newly transitioned supervisors and seasoned Camp professionals will have the opportunity to learn and share tips for success when in a position of managing peers.	Room 418	Adam Grundfast
Tues 3/12 12:30-1:30 pm	Dining Hall: Level Up Your Fun: New Games for Your Daily Schedule (Moderated by Todd Robbins)	No this isn't the standard games session.... In this session you'll learn unique games that can be played at every camp. In addition to Todd sharing his games for you to steal, he wants to know what "made-up" camp games you've had success with. Please note, this is a roundtable discussion, games will not be played.	Room 404	Todd Robbins
Tues 3/12 12:30-1:30 pm	Dining Hall: Mirror Mirror on the Wall: The Power of Reflection as a Leader (Moderated by Paige Moffett and Briana Mitchell)	We all know the popular saying is that hindsight is 20/20, but what if it didn't have to be? Incorporating reflection into your organizational processes can help leaders drive continuous improvement year round, informed by the "real feel" of your workplace that fosters belonging for your entire camp community. Join Paige and Briana as they explore ways that reflection can inform change and support leaders to make equitable decisions.	Room 419	Paige Moffett Briana Mitchell
Tues 3/12 2:00-3:00 pm	A Sustainable Model for Quality Short-Term Resident Camp Programs	This session is designed for resident camps and other youth serving organizations who are interested in developing or improving their short-term program offerings. As camp professionals, our passion is helping youth realize their power and potential. As programmers, we know that that work requires offering a diverse array of programs that meet youth where they are, that are accessible to new and returning audiences, and that are sustainable. Short term, residential camp opportunities (4 days or less) are a key tool for achieving this goal. In this session, you will learn about one particular camp within the Minnesota 4-H organization. We will share our model for a quality camp program, including the staffing and development structure, and how the camp fits into the broader catalog of program offerings in Minnesota 4-H.	Room 314	Sutton Stewart Katie Becker

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Tues 3/12 2:00-3:00 pm	Best Practices for Managing Staff and Camper Mental Health Challenges in Camp	We will share best practices and lessons for meeting mental health needs at camp based on our various perspectives as a Camp Director, a Senior Camp Nurse, and a Camp lawyer. Specifically, we will review how we have met the mental health needs of campers and staff, with a specific focus on crisis management during imminent risk of harm. We will share our strategies for breaking down the stigma surrounding mental health to help everyone recognize when to seek help. Drawing on actual examples at camp, we will lay out our suggestions for how to keep children and staff safe in a time of increased mental health needs among children and staff at camp.	Room 421	Helen O'Reilly Susan Powers Katie Toole
Tues 3/12 2:00-3:00 pm	Best Practices in Aquatics in Camp	Join Cait Waxler with the American Red Cross for a lively discussion on best practices in aquatics. Bring your best tips and tricks to share with the camp community about: swim lessons, lifeguard training, special events at the pool/lake, adaptive aquatics, and aquatic risk management.	Room 402	Cait Waxler Hanna Wasserman
Tues 3/12 2:00-3:00 pm	Branding Essentials for Camp Pros	What do Nike, Harley-Davidson, and Apple have in common? Clear, impactful branding. Learn how a well-defined brand can set your camp apart, create emotional connections with campers and parents, and drive enrollment and loyalty.	Room 301	Sharon Ullom
Tues 3/12 2:00-3:00 pm	Brandwein Key System: How to Teach Staff to Skillfully Handle Undesired Camper Behavior with Confidence	A top director and staff concern in 2023 was how to handle undesired camper behavior. Michael will present the latest version of his tested and highly practical techniques to teach staff how to replace undesired camper choices with great ones. His Key System features three clearly explained steps to do this with calmness, warmth, and respect. He'll demonstrate how to teach the four essential things to do and say to build credibility and trust so that campers listen to us the first time. We'll learn how to increase staff confidence and reduce stress. Also: Exactly what to do in common situations such as verbal bullying, whining, disrespect, and typical comments such as "You can't make me!" and "They did it first!"	Room 303	Michael Brandwein
Tues 3/12 2:00-3:00 pm	Dance: Your Ultimate Camp Game Changer!	Scotty Williams, Dance Teacher of the Year, will lead this dynamic session that features simple yet fun dances, games, and strategies that will win your campers over! Dance can positively affect your camp climate, its culture, and can connect communities at large all while allowing kids to express themselves! Most importantly, your campers and you will have a BLAST with this magical movement that needs only limited space and virtually no budget to thrive!	Room 202	Scotty Williams
Tues 3/12 2:00-3:00 pm	Emotional Literacy Activities for Everyday Programming	Activities that solicit a range of emotions and spark conversations are crucial - now more than ever. This workshop is for facilitators who want activities and skills to deepen connections with their groups and expand their social emotional learning repertoire for talking about emotions. We'll share effective group problem solving initiatives, quick check-in activities and reflection tools that work in any setting.	Room 312	Phil Brown

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Tues 3/12 2:00-3:00 pm	Helicopter to Lawnmower - Working with the Next Generation of Parents	Working with parents is critical to stability - after all they pay for camp! In two decades, we have seen tectonic shifts in patterns of communication, technology, mental health needs, program expectation and myriad other elements that make parent engagement more dynamic and, in some cases demanding. What does the future hold and how do you prepare for increasing challenging interactions? What is reasonable and when do you step back or away? Come and consider your approach and the implications.	Room 302	David Phillips
Tues 3/12 2:00-3:00 pm	Maintaining Camp Policies When Traveling Off Camp Grounds	As camp directors, we strive to develop a camp culture that focuses on safety and fun for our campers and staff. We have an obligation to maintain the high standards we set for our camp community whether we are within the fences of our camp or off camp grounds. How do we do this? In this session, we will discuss ways to maintain your camp's standard operating procedures when taking campers elsewhere. Find out about how to handle all of your trip needs like camper allergies, daily medications, and dietary restrictions while outside of the comfort of camp. Together, we will develop systems to ensure camper safety throughout the duration of your trips, as well as learn how to make sure your staff is upholding their responsibilities to the fullest. Discover ways to effectively communicate with parents to continue the trustworthy relationship developed on camp grounds. Come explore how we take what we do at camp on the road during our session!	Room 415	Lexi Mayo Michael Mayo
Tues 3/12 2:00-3:00 pm	Moving and Engaged: Active Staff Orientation Activities	Most staff members have been in school all year long. They are excited to work at camp because they want to be active in an outdoor setting. Come and explore ways to train, engage, and inspire your summer staff through active and fun activities. In this interactive session, we will share 8 great staff training activities that you can use at camp this summer.	Room 201	Gregg Licht
Tues 3/12 2:00-3:00 pm	Next-Level Friendship - How Camps Can Grow Teens To Become The Rare and Real "Friend For Life"	Friendships are built on the 10,000 "you had to be there moments!" that bond people together. Deep, lifelong friendships though also require truly being there in life's most challenging times and this does not come natural to many people. Teens need to learn things like: How to support a friend in crisis. What to say and do when a friend is grieving. How to resolve a potentially friendship-ending conflict... These require skills AND emotional capacity that can and often must be learned. Camp is the perfect environment to teach and learn these profound life skills. Combat the pervasive trend of loneliness and isolation, by helping raise youth who connect in enduring and most meaningful ways. This session will help empower camp professionals to do this.	Room 311	Jeffrey Leiken

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Tues 3/12 2:00-3:00 pm	Preparing Youth and Families for a Successful Camp Experience	<p>Camp staff can play a crucial role in creating a safe and nurturing environment long before campers arrive that can support their mental and emotional well-being. Learn how to communicate camp goals and objectives with the camp families, provide resources for both campers and staff, encourage families to promote self-management routines before coming to camp, share strategies for stress management, and more.</p> <p>Setting the stage to build a strong foundation of understanding the camp place, time frame, and activities before the first day of camp goes a long way to help campers thrive and develop a positive mental and emotional well-being.</p>	Room 404	Laura Huber Megan Suehring Holly Luerssen Alicia Schroeder-Haag
Tues 3/12 2:00-3:00 pm	Three Key Elements to Building an Effective, High-Functioning Team	In the frenzy of staff hiring, we do our best to hire staff we can build into a cohesive and functioning team. Too often, the demands of staff training, and sometimes the individuals we hire, get in the way of achieving our goals which has negative impacts on morale, camper success and the overall health of the organization. This interactive session will discuss three key elements of team building and explore ideas on how to implement those at camp.	Room 304	Max Grossman Dave Malter
Tues 3/12 2:00-3:00 pm	Train Your Staff Like Kung Fu Masters	Unlock the secrets of a staff training that combines the discipline and wisdom of ancient Kung Fu with modern leadership techniques. In this dynamic session, you'll learn to instill values of focus, resilience, teamwork, and adaptability to your team, turning them into true Kung Fu Masters of their roles. Together we will explore modeling the behavior you want your staff to emulate, instilling the mindset of continuous improvement into your staff, and building mental toughness and power within. All so your team can face challenges head-on.	Room 322	Mitch Goldman Lesleigh Drake Wendy Hampton
Tues 3/12 2:00-3:00 pm	Unconscious Bias Through Diverse Lenses - Breaking Labels	Acknowledging unconscious bias is the basis of self-awareness. Once we are able to do so, we can serve our camp communities with more intention and grace. In this session, participants will learn from two camp professionals with differing perspectives and lenses (LGBTQIA+ and disability) and how they have been able to address unconscious bias head on. Through storytelling, statistics, and tangible resources, attendees will gain a diverse understanding of how to acknowledge unconscious bias and implement intentional changes within their own programs.	Room 309	Bridgette Barbera-Byrne Erin Lacotta

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Tues 3/12 2:00-3:00 pm	Unlearning the Learned: Unleashing the Power of Imagination	In this workshop learn how to break rules and use simple tools in ways that creatively center the needs of those you serve. Through some play based exercises, participants will rethink, reorient, and rediscover the power of imagination. Break beyond predetermined formulas that can limit possibilities, perpetuate bias, and stifle creativity. We grow up learning things are supposed to be a certain way. Any deviation from the set of 'facts' that we learn and any breaking of 'rules' can make us uncomfortable. Underneath this conditioning, however, is a force of creativity. When awakened it can transform environments and empower the voices of individuals--especially those of historically marginalized populations.	Room 403	John Rice
Tues 3/12 2:00-3:00 pm	When Crisis Calls: Camp Staff Are Up To The Challenge	Every summer, there is something. Sometimes it's a missing camper, a virus, a bad storm, or sometimes - worse. We will walk you through many situations including extreme weather, letting staff go, and other camp challenges. Hear factual stories and real-life steps that will give you tangible take-aways on what to do when a crisis arises and how to walk away still standing.	Room 417	Sam Bloom
Tues 3/12 3:15-4:15 pm	A Piece, Not the Whole Pie: Core Restorative Justice Practices You Can Implement Now	In this session, you'll learn the core elements of restorative practices and walk away with a framework for introducing these foundations into your program this summer. These small, concrete steps do not require a full overhaul of how you've been doing things for years. They're things your campers, staff, families, and wider camp community can embrace now to see immediate positive results in social-emotional successes, behavior management, and interpersonal interactions. It's a start down the restorative road - join us on the journey! No actual pie will be served.	Room 309	Emily Golinsky
Tues 3/12 3:15-4:15 pm	Aim for Excellence: Elevate the Quality of Your Overnight Camp Program and Operations	Operating an overnight camp successfully is a complex endeavor that requires a harmonious blend of well-organized operations and engaging programming. This conference session is designed for camp directors, administrators, and program coordinators who are dedicated to creating a memorable and enriching camp experience. Explore the key aspects of providing quality operations and programming that ensure the safety, joy, and personal growth of campers and team members. Attendees will gain valuable insights, strategies, and best practices for elevating their camp's performance centering their values and mission.	Room 315	Paige Moffett Monia Johnson

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Tues 3/12 3:15-4:15 pm	Artificial Intelligence at Camp: A Frank Discussion About Child Safety and Privacy	Experienced camp and employment attorney (Helen O'Reilly) and Media and Technology attorney (Nabiha Syed) will provide an overview of the AI industry and discuss emerging views on the legal and privacy implications of AI tools at children's camps. They will review the state of knowledge in this quickly evolving field and provide practical tips to guide camp professionals facing questions from parents, staff and vendors about AI at camp. This session will also cover policies for wearable AI and what key questions to ask when assessing a new AI product for use with children and staff. The goal is to leave the audience feeling curious, knowledgeable and empowered to set policies for Summer 2024 and to field questions from camp families as this new technology makes its way into the camp setting.	Room 402	Helen O'Reilly Nabiha Syed
Tues 3/12 3:15-4:15 pm	Boundaries: Your Roadmap Towards Abuse Prevention	Establishing boundary guidelines at camps is your best form of abuse prevention - especially when it comes to sexual abuse. How do camps move from a check the box approach to an innovative way of cultivating leaders who understand abuse and can work to collaborate with you on preventing it in your camp? This session will identify vulnerabilities and help provide a roadmap towards implementing effective and engaging staff training on abuse prevention in your camp.	Room 301	Rahel Bayar
Tues 3/12 3:15-4:15 pm	Building Confidence in All Campers Through the Magic of Music!	Join Mainstages for an interactive session where you will learn how to playfully inspire confidence and strengthen communication through musical activities! This session offers creative and therapeutic tips and tools that will help keep campers engaged while strengthening your community. From creating soundscapes to exploring how layering music shifts and affects our perspective, these fun musical activities will leave you feeling more upbeat and inspired to enhance your campers' experiences.	Room 312	Sara Hymes Samantha Beneventano
Tues 3/12 3:15-4:15 pm	Cracking the Code: Using Data to Help Unlock Your Marketing Strategy	Social media, website, and email metrics speak volumes about your camp's identity, perceptions, and where it stands alongside other camps. Data informs not only your differentiators and subsequent messaging, but also how you build and implement your marketing strategy - from the content you post to your website, to how you position your camp on a blog, to the communications you send to current and prospective families. This deep dive will hone in on top-line analytics and how to use this information to build a value-rich approach that will elevate you above the rest.	Room 421	Laurie Ehrlich Noah Shapiro

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Tues 3/12 3:15-4:15 pm	Designing Inclusive Education: Empowering Culturally Affirming Curricula and Activities	Education's power lies in its ability to embrace diversity. This session will empower camp professionals to create culturally affirming curricula and activities for historically underestimated youth. It emphasizes the transformative impact of cultural affirmation and provides practical strategies for recognizing and addressing biases. Through inclusive pedagogical approaches and continuous evaluation, participants learn to foster an educational environment that reflects and respects diverse perspectives. By joining, camp professionals become catalysts for inclusive, equitable, and empathetic education, shaping a brighter future for all learners.	Room 403	Timothy Raines
Tues 3/12 3:15-4:15 pm	Fast and Furious FUN With Your Campers!	Join former physical education Teacher of the Year and Camp4Real founder Scott Williams in this fast-paced, action-packed 60 minutes of FUN that will leave your campers begging for more! With everything from intense fitness games to hilarious partner tag activities to non-traditional cooperative team sports, this session has it all! Come get Fast and Furious today and blow your campers away!	Room 202	Scotty Williams PJ Hamel
Tues 3/12 3:15-4:15 pm	Fostering Resilience at Camp!	Resilience is defined as the capacity to recover quickly from difficulties. It's toughness. It's bouncing back. It's what today's youth need to be ready for the future. But how can we intentionally foster resilience at camp? Participants will be actively engaged in discussion about resilience, using Ginsburg and Jablow's "Building Resilience in Children & Teens" book to guide dialogue. In small groups, participants will review case studies of resilience-building techniques in camping programs.	Room 314	Kasey Bozeman Casey Mull Shawn Tiede
Tues 3/12 3:15-4:15 pm	From Dreams to Business Mastery: Lessons from Rock Stars	Journey into the captivating world of rock stars and discover the invaluable insights that can transform your approach to business mastery. This presentation unveils the secrets behind the success of legendary musicians and how their principles can be applied to the world of entrepreneurship and creating our own successes. Gain a deeper understanding of how anyone can create their own dream lives and become - The 'Beyonce's' of their own lives! Dive inside the world of the minds of these successful and powerful people, all with the firsthand knowledge gathered from over 20 years of supporting these superstars. Understand the power of dedication, creativity, and unwavering commitment.	Room 417	Tarra Stubbins
Tues 3/12 3:15-4:15 pm	From Freaking Out to Dialed In: Emotion Regulation Strategies that End Bad Behavior	Do your staff have a robust collection of behavior management tools, or were some camper misbehaviors still beyond their reach last summer? Rather than focusing on superficial "tips" that work only for minor behavior problems, learn to tame the wild emotions and distorted thinking that fuel major eruptions. This practical workshop also includes preventive strategies to reduce aggression and intense anxiety. Bring new calm and confidence to camp by enhancing everyone's emotional intelligence.	Room 303	Dr. Chris Thurber

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Tues 3/12 3:15-4:15 pm	Games That Teach	Teambuilding guru Dr. Jim Cain shares this powerful collection of games and activities that you can use with your campers and staff to teach valuable life skills, including teamwork, communication, trust, creativity, problem solving, leadership and more.	Room 201	Jim Cain
Tues 3/12 3:15-4:15 pm	How to Have Difficult and Sensitive Conversations with Children and Adolescents	Children often tend to see difficult topics through a much simpler lens than adults do. This poses a unique challenge when talking to children about sensitive topics. In this session, participants will learn a six-step technique to help guide them through talking to children about sensitive or other difficult topics. Participants will reflect and develop insight into their own strengths and how to use them in addressing sensitive and difficult conversations with children.	Room 313	Kristen Mercado
Tues 3/12 3:15-4:15 pm	Leading from the Middle	Middle management can be a funny place. Senior enough to make big decisions and lead teams, but not the power to make organizational change. In this session, Diana Bloom will address the challenges of “Leading From the Middle” and offer ideas and tools for middle managers to succeed. We will explore what “managing up” means and doesn’t, why managing up matters, and guidelines for managing up. Come to discuss strategies on how to proactively build productive relationships with supervisors and colleagues, to obtain the best possible results for your manager, their boss, and your camp.	Room 408/409	Diana Bloom
Tues 3/12 3:15-4:15 pm	Mitigating Risk and Improving Customer Satisfaction	In this case study session, Greg will explain the strategy he implemented when assuming responsibility for a large summer camp operation which included a preschool camp, day camp, and two overnight camps, all on the same 800-acre property. Greg will discuss steps taken to assess and mitigate risk, including formal reviews of policies by various authorities, property walkthroughs with liability and staff safety experts to identify both physical hazards and staff procedures and protocols during camp operations, and child protection policy reviews and strategy adjustments. Greg will also discuss steps taken to address declining enrollment. Assessing customer satisfaction with the various summer camp programs offered helped identify targeted changes, improve customer-satisfaction scores, and thereby increase camper retention and overall enrollment.	Room 322	Greg Keresztury
Tues 3/12 3:15-4:15 pm	Seasonal Staff Supervision - A Key to Retention and Greater Productivity!	Solid seasonal supervision is a powerful retention and recruitment tool, yet the title supervisor is frequently bestowed without regard to experience. Learn to link supervisory training, goal-setting and evaluation into a powerful protocol. Leverage this limited period into a meaningful experience resulting in increased learning and improved culture (read - better staff performance). Use different modalities to promote growth and discover the importance of the relationships created. Results have far-reaching implications and are an essential ingredient for great camps, especially for young and impressionable staff in their first jobs.	Room 302	David Phillips

Day & Time	Session Title	Session Description	Room	Speaker(s)
Tues 3/12 3:15-4:15 pm	Strategies for Clearly Defining, Fulfilling, & Supporting the Role of Supervisor	Supervisors at camp-both the professional staff and those in seasonal supervisory roles-are consistently short on time to accomplish everything that is on their plate, including supervising their team. Many factors contribute to this time crunch and the continuous need to prioritize tasks makes it challenging to execute the core function of being a supervisor. In this session, several tools and strategies for strengthening the role of supervisors will be shared. These tools and strategies will focus on setting clear expectations, delegation of responsibilities, time management, accountability, and the provision of feedback. Set your supervisors up this summer to put supervising back on the top of their to-do list while juggling the million other things they do to make camp run.	Room 311	Kim Aycock Daniel Shore
Tues 3/12 3:15-4:15 pm	Unintentional Gendered Messaging You Are Sending Your Campers	Gender inclusion isn't limited to transgender and gender nonconforming campers. Every camper experiences gender, and gender inclusion is necessary for all of our campers. Learn about how we are accidentally limiting campers' experiences in our communities. This session is designed to critically examine and explore your own camp's programming and find simple ways to improve it. In a world where gender is becoming a more expansive and complicated word, how will you respond in your camp community?	Room 310	Marco Seaberg
Wed 3/13 8:30-9:30 am	7 Orientation Sessions You Should Consider For 2024	Our staff are changing... perhaps it's time our orientation content did too. Based on input from frontline staff from camps across the nation, this session will present and provide a walkthrough of orientation sessions that staff are asking for and that you can easily provide. Join Max as he "gives away" some of his most popular sessions, along with a few new ones that camps should consider implementing for this upcoming season. Attendees can expect an action-packed session that will feature a sampling from seven distinct orientation sessions!	Room 304	Max Claman
Wed 3/13 8:30-9:30 am	Creating a Brave Space at Camp	Our world is increasingly divisive, and this means that challenging and uncomfortable conversations often occur during camp. Youth and staff are looking for ways to feel safe and to have spaces in which to discuss conflicting values, form their own thoughts, explore new ideas, and share their opinions. We as leaders and mentors could greatly benefit from learning how to practice modeling these skills for our youth, staff, and for ourselves. Developed by a university instructor to support teachers, the concept of brave spaces helps us acknowledge the difficulty that comes with discussing sensitive topics such as race, power, and privilege while also honoring everyone's learning path. Learn about how you can begin your own journey from providing safe spaces for your youth and staff to creating brave spaces.	Room 418	Christen Peterson

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 8:30-9:30 am	Creating Rock Stars - Designing Collaborative, High-Performance Teams	Leading a high-performance team that can be consistently relied upon, is an absolutely must-have in order to thrive and serve in today's everchanging landscape. Join Joanne Newborn, Certified Leadership Coach, who will lead a hands-on, interactive workshop to share the skills necessary to build accountable, collaborative, diverse and reliable rock star teams.	Room 417	Joanne Newborn
Wed 3/13 8:30-9:30 am	Demystifying Special Diets	Taking the mystery out of how to serve safe meals to campers and staff with food allergies can be daunting on your own. In this session you will learn what an allergy is, how to avoid cross-contamination, what allergen-aware products are available and where to get them, as well as food safety and allergen free spaces.	Room 415	Timothy Delling
Wed 3/13 8:30-9:30 am	Executive Equity: Workplace Justice From the Top Down	It has become industry standard for camps to include DEI and/or anti-racism workshops in staff training. While a great place to start, this approach falls short in two key places: the lack of continuing education necessary and a deficit in targeted content geared towards those with the most power and capacity to do harm. Camp leadership teams do the hiring and firing, choose whom to promote, and decide the camp's culture and values. As those in positions of power, it is paramount that camp executives and leadership practice anti-racism principles and delve into unlearning their own implicit biases. This session, which is geared towards camp leadership, will contextualize the urgency for a new industry standard where leadership teams engage year-round with anti-oppression education, and will provide tools for camp leaders to start making their organizations more equitable from the top-down.	Room 403	Jessica Tingle
Wed 3/13 8:30-9:30 am	Fundraising, Capital Projects, Annual Campaign and You - A Roadmap to Success!	More camps are doing or considering capital projects. These new structures promise much, but how do we ensure the dream becomes reality? At the same time, how do you also create and/or protect a robust annual campaign so that you can afford to operate these new structures?The truth is fundraising requires a unique set of skills that many camp professionals have, but do not know how to leverage! The process of fundraising provides the opportunity to engage donors and leverage capital into annual giving, endowment and more! Understanding the interplay of art & science and how an authentic approach engages donors and brings these various fund development options to life is essential. From research and moves management to admin, be prepared to interact, consider your approach and have fun. Most importantly, learn why it is essential to ramp up your fundraising processes now, in advance of when you will need it!	Room 301	David Phillips
Wed 3/13 8:30-9:30 am	Health and Safety Information that Promotes Positive Parent Partnerships	We have all heard "If we could just work with kids, our job would be great." Parents and caregivers can be a challenge and create frustration for camp leadership and staff. When leadership aligns efforts with parents and caregivers, we can create connections that promote belonging and well-being. This session will outline opportunities to share supportive tools, interactions, and resources that develop synchronicity with families sending their youth to camp.	Room 408/409	Tracey Gaslin

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 8:30-9:30 am	How to Help Campers Cope with Antisemitism	Often described as the "oldest hatred," antisemitism is no relic of history. While it may be easier to recognize and confront violent outbursts of antisemitism, it is much more difficult to recognize subtle expressions of antisemitism through stereotypes, some of which have survived and flourished for centuries! By increasing our awareness of the history and modern manifestations of antisemitism, we can effectively support and empower Jewish campers and members of our communities. As with other forms of hatred, antisemitism often spreads as a result of ignorance. While our content will specifically highlight antisemitism, we will ultimately see how we can uplift and empower all members of our communities by learning to lead with curiosity instead of judgement, and speaking out to spread love and acceptance instead of hatred and bigotry.	Room 402	Adam Blue
Wed 3/13 8:30-9:30 am	Insanity or Genius? The Magic of Camper Choice at Day Camp	Discover how you can elevate your day camp culture by allowing campers to self-select their daily activities and how to overcome barriers to implementation. The session will discuss how SummerCollab has implemented choice activities for campers in grades 1-8 and the magic that happens when kids make their own choices. If you are looking to improve culture, decrease challenging camper behavior and/or enhance your staff development, the magic of camper choice might be your missing solution.	Room 404	Kristina Woznicki Jen Reid
Wed 3/13 8:30-9:30 am	Lawsuits --Just Say "No."	Of course no business wants to get sued. Still, we all know that campers and staff get injured and that claims happen. This session will focus on claim and lawsuit prevention, with topics such as language to include in camp enrollment and staff agreements and practical suggestions for avoiding that dreaded lawyer's letter. We will focus on the kinds of claims that can dampen an otherwise successful camp season and damage your reputation.	Room 419	Alan Cooper

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 8:30-9:30 am	Living a S'mores Legacy	<p>"Living a S'mores Legacy" is, first, all about generational camp ownership from the PEOPLE side: how to navigate "handling" the older, retired generation that still wants to feel involved, how to run a successful people business as the middle generation, and how to gauge the interest and build the legacy of the next generation. Generations and camp families build our s'mores - the foundation, the stuffing, and the promise on top! Kris is a third generation camp owner/operator who has endured the struggles of meeting the expectations of all the living generations. She shares with you her knowledge of and methods for navigating these sticky ingredients!</p> <p>Secondly, this session about generational camp ownership from the BUSINESS side: restructuring the "we've always done it this way" culture and decision making processes, what to do when siblings or parents want out, reassessing risks and the state of your vendor relationships, and so much more! Can anyone say SUCCESSION??? David may be new to camping, but his experience in the "real" business world has helped Ebner Camps reach new heights - and they continue to soar! His insight on making the family business into a business that serves families is remarkable and not to be missed!</p>	Room 309	Kris Ebner Martin David Oliver
Wed 3/13 8:30-9:30 am	Nature Based NASA Explorations for Young Minds	<p>This session takes a look at nature-based NASA explorations for young minds that build upon their natural curiosity. Putting a magnifying glass into the hands of young learners, providing them an opportunity to take a closer look at nature, and prompting them to verbalize what they see, hear, and feel are key components of these explorations. Each exploration is designed to capitalize upon the unique qualities of individual learners through the lens of equitable learning opportunities.</p> <p>During the presentation, participants will discover a variety of nature-based learning activities designed to foster a natural sense of curiosity through the development of observation skills that encourage young minds to ask questions and explore the natural world using their senses. Bring a journal, a pencil, and the curiosity you experienced as a child.</p>	Room 405/406	Tina Harte-Ballinger Amy Ellisor

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 8:30-9:30 am	Partnering with Parents: Why Bumps & Bruises Lead to Resilience	Trends in the current culture of parenting involve the removal of perceived obstacles facing our children. While parents' intention is to care for their children, the outcome robs kids of the opportunity to develop problem-solving skills, resilience and the confidence that comes from having navigated challenges. Given this is the reality of many of today's families, what happens when these same families choose to send their children to summer camps? Given most camp's missions includes a focus on the development of life skills, how do camping professionals meaningfully partner with parents whose approach may differ from our own? Spend an hour with us as we discuss these trends and create plans to effectively partner with and educate camp parents about how we (camps in question) help children navigate normative challenges by working through them as opposed to avoiding or canceling them.	Room 311	Corey Dockswell Laurie Rinke
Wed 3/13 8:30-9:30 am	Please Just Do Your Job!	How many times have you found yourself asking, "why don't my staff take initiative?" We know that staff will do well if they can, so the question we should be asking is "why _can't_ my staff take initiative?" For our current generation of staff, this is an issue of lacking skill, not will. The good news is "skills can be taught! Join Emily for a thoughtful and engaging look at why so many of our staff are lacking initiative and more importantly, what we can do to encourage its growth. We'll dive into proactive efforts you can take during interviews and reference checks to seek out high-initiative candidates; explore things you can do during training to build the resourcefulness skillset; and highlight some coaching options you have in-season to encourage ongoing growth.	Room 303	Emily Golinsky
Wed 3/13 8:30-9:30 am	Role-Playing to Match Your Leadership Training Style	Let's face it, people are split on role-playing. Those who love role-playing say that it relieves anxiety because they get to practice handling challenging situations while also benefiting from the collective wisdom of the room. And those who hate role-playing, are anxious about being called up to perform in front of their peers. Done poorly, role-plays can be ineffective because either the situations are unrealistic or the volunteers acting in the scenario resolve it too quickly. Or both. Well, if you love role-playing, this session is for you, and If you hate role-playing, this session is also for you! Index cards will be available for you to incorporate your ideas for our role-play scenarios.	Room 201	John James (JJ) Hickey
Wed 3/13 8:30-9:30 am	Spheres of Acceptable Practice: Challenge Course Operations and Programming	It is generally recognized that there is rarely a singular "best" way of doing things when it comes to challenge course practices. Interactively we will explore intersections between standards, Standard Operating Procedures (SOPs), Laboratory Operating Procedures (LOPs), and instructor preferences and how these may affect the operations and programming on your course. Come explore with other professionals the range of acceptable practices and how program design intersects.	Room 202	Phil Brown

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 8:30-9:30 am	Team Games Through a Social Justice Lens	<p>We know them, we love them. Team games are a great way to get campers skilled in solving problems collaboratively, building effective communication with each other, and understanding group power dynamics. These skills are also essential parts of building social justice practices into the fabric of your camp community.</p> <p>During this session we will talk about how to frontload inclusive practices into team game activities, play games that promote belonging and community, and understand debriefing strategies to help young people and adults understand the complicated relationship between power, oppression, and justice.</p>	Room 312	Chris Rehs-Dupin
Wed 3/13 8:30-9:30 am	The Ramapo Approach: Preparing Staff to Respond Skillfully to Challenging Behaviors	There is always so much to teach and so little time during orientation. Cramming more content in and talking faster doesn't work! Instead we need to focus on prioritizing and teaching the core ideas that truly matter. How do we provide staff with the knowledge, skills and practices needed to create safe, fun and inclusive camp environments? What do staff need to know to support and connect with campers, especially those with unique needs and challenges, from the moment they first arrive? In this session, we will explore Ramapo for Children's greatest hits of camp orientation.	Room 401	Rachel Lissy
Wed 3/13 8:30-9:30 am	Using Co-Regulation to work with Neurodivergent campers and staff.	Helping neurodivergent campers maintain a state of emotional regulation is a challenge. Meeting this challenge requires the use of several skills and strategies explored in this workshop. We'll learn about the fundamentals of rapport building and how rapport building allows for co-regulation. The skills covered in this workshop are best used for helping campers who have high-functioning autism and/or emotional disabilities. We will learn about how to help campers at different phases of the crisis cycle and how to understand behaviors as meeting needs.	Room 313	Gene Lemarr
Wed 3/13 8:30-9:30 am	When All Your Campers (and Some of Your Counselors) are Psychologists	The stigma around mental health struggles is decreasing and that is great for our campers and staff. But the conversations around mental illness are increasing in ways that can be harmful at camp. When campers (and staff) are diagnosing each other and suggesting treatments, adding to the narrative in ways they are not equipped for, it's common to exacerbate problems instead of relieving them. Please join Dr. G (Deborah Gilboa, MD) to talk about how to address mental health, mental distress and even mental illness with staff and campers in ways that are open and supportive without crossing boundaries that can be harmful.	Room 302	Deborah Gilboa

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 9:45-10:45 am	A Panel Discussion on Responding to Hostility and Attack in Defense of 2SLGBTQIA+ Inclusion	2SLGBTQIA+ Inclusion doesn't make camps a target, the targeters do. Supported by Kelley Freridge, this panel explores situations where camps are named, targeted or attacked due to their stances on 2SLGBTQIA+ Inclusion. Politicians seeking to stir up constituents, media baiting camps for a story or anti-LGBTQ groups seeking a villain for their cause-In any case, we'll talk strategy for communications plans, decision-making processes for courses of action and explore real-world scenarios.	Room 404	Al Murray Kelley Freridge Arlynn Poletta
Wed 3/13 9:45-10:45 am	A Roadmap for Day Camp Transportation	A Roadmap for Day Camp Transportation is an indispensable seminar that provides a comprehensive guide to optimizing transportation operations at summer day camps. This event unveils the essential components of successful camp transportation, from efficient planning and logistics to ensuring camper safety and satisfaction. With a blend of practical strategies and expert advice, this seminar equips participants with the tools to navigate camp transportation challenges and elevate the overall camp logistics.	Room 417	Cameron Bock Michael Greenstein
Wed 3/13 9:45-10:45 am	Adult Enough! Engaging Staff in Essential Dialogue About Maturity, Mindset & Leveling Up	We need our staff to be "adult enough" to be consistently responsible caregivers for kids. Too often, they aren't. Teaching them skills alone is not enough. They also have to be mature enough to implement these skills. Talking about being a role model is not enough. We also have to clearly and vividly define what being a mature role model looks and sounds like. This thought-provoking session will explore mature adult character traits and how we can discuss and teach these to staff. This is best done when we connect these traits not just to their success in camp, but to success in their entire lives. Solve one of the greatest challenges of running a camp by adding this session into orientation and making it part of ongoing training and coaching... and everybody wins!	Room 311	Jeffrey Leiken
Wed 3/13 9:45-10:45 am	All Grown Up Now: From Camper to Counselor to Director - A Panel Discussion	Don't miss this dynamic conversation that celebrates the transformative journey from camper to counselor to director while shedding light on the future of camping leadership.	Room 402	Jamie Norgard TJ Sweeney Nyaja Brandon Corey Ciancio
Wed 3/13 9:45-10:45 am	Develop Emerging Camp Leaders on Purpose and Stop "Battlefield Promotions"	Most summers see some "battlefield promotions" at camp - handing the walkie and the clipboard to whomever is nearby when someone is suddenly unavailable to fill a roll. In this session, Dr. G will take some lessons from the for-profit world (avoiding the Peter Principle, identifying emerging leaders and talent development solutions) and bring them to camp. Join for a robust discussion of how current camp leadership can plan a summer of leader development without so many surprises or sudden pivots.	Room 302	Deborah Gilboa

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 9:45-10:45 am	Elective Based vs Group Based Programming: What Should I Implement?	Campers need to feel autonomy in choice and a sense of belonging. Elective based or group based programming will play a factor with campers' feelings about camp. Learn the differences in the programming with how it works at a large vs an average size camp and day vs overnight camp. Dan and Jack, both former camp directors, will keep the session moving with examples seen during Summer 2023.	Room 309	Dan Weir, Jack Schott, ,
Wed 3/13 9:45-10:45 am	From CIT>MVP. The 'Four Agreements' for working with adolescents at your camp.	Adolescent campers (age 13+) drive the culture and energy of your camp community in ways you can barely fathom. While they've been drinking the KoolAid for years and are overflowing with enthusiasm they are navigating an extremely complex social, emotional, and physical metamorphosis. In this interactive session we will highlight the 'Four Agreements' for working with adolescents at your camp which include: 1. Belonging vs Fitting In 2. Connecting through Disconnecting 3. Inspiring Awe appropriate to the adolescent worldview 4. Leadership Progression For most camps, the 'Four Agreements' will set you up to enhance the quality and impact of your LIT/CIT-level programming while supercharging the culture of your camp overall. Ready? Let's dive in.	Room 419	Adam Aronovitz
Wed 3/13 9:45-10:45 am	Good for Us, Bad for our Families? AI's Impact on Summer Camp	This session will explore how AI can enhance our work, streamline operations, and personalize camper experiences. However, as we embrace these benefits, we must also consider the potential impacts on our customers as their workplaces evolve. Join Travis as we navigate AI's opportunities and challenges and discuss strategies to ensure AI's positive and balanced integration in our camp business operations.	Room 304	Travis Allison
Wed 3/13 9:45-10:45 am	Holistic Approach to MESSH at Day & Overnight Camps	Hear from camps about how they incorporated MESSH support systems and staff into their camps. From embedding social workers in cabins, to tweaking intake procedures, etc., camps will share practical best practices and mistakes they've learned from.	Room 415	Jill Goldstein Smith
Wed 3/13 9:45-10:45 am	Imposter Syndrome - Embracing Our Strengths and Delegating Our Weaknesses	Have you ever experienced Imposter Syndrome? Most of us that have experienced success in any way, regardless of what that success looks like, have questioned our own abilities. Stephanie teaches how to embrace our strengths and delegate our weaknesses.	Room 322	Stephanie Olson

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 9:45-10:45 am	Maine Summer Camps & Cultural Appropriation: A Case Study of an Organization's Work.	Summer camps have a complicated relationship with Indigenous cultures and cultural appropriation. Maine Summer Camps (MSC) have been actively partnering with local indigenous Leaders to improve relationships and to address and correct culturally appropriated traditions and practices. In this session, attendees will hear from a camp Owner/Director and a MSC Board Member who is actively doing this work. Topics will include: timeframe, timeline of meetings and workshops, internal and external relationship building, positive steps, negative steps, and realistic associated costs. This work is challenging and requires a long-term investment of time, attention and resources and some of the outcomes are a richer, more thoughtful camp program when done thoughtfully.	Room 310	Andy Lilienthal
Wed 3/13 9:45-10:45 am	Measure What Matters: Create Your Own Camp Dashboard	Tracking key metrics for your camp is essential but can get costly if you have to purchase a tool. In this session, River Valley Ranch will show how they have created a number of camp specific Google sheets that all feed into a one page real-time dashboard. They will also show various other tools they use to measure the most critical parts of camp.	Room 314	Jon Bisset Aubrey Westafer
Wed 3/13 9:45-10:45 am	Navigating Complex HR Issues: Service Animals, Medical Marijuana, and Psychotropic Medications	This presentation provides a thorough exploration of accommodating individuals while navigating the legal, practical, and ethical complexities tied to three critical issues in the workplace: service animals, medical marijuana, and psychotropic medications. Review policy development strategies and legal updates to equip yourself with the knowledge needed to ensure ADA compliance in the face of challenges related to service animals, medical marijuana, and psychotropic medications.	Room 403	Alan Cooper Rachel Satinsky Mike Fogel
Wed 3/13 9:45-10:45 am	New & Powerful Intentional Camp Tools to Make Camp Mission Matter Most for Real Youth Development	Michael coined the term "Intentional Camp" to mean a camp that delivers on our promise to make camp more than just fun activities-to use the camp experience for building terrific character traits and qualities in young people that are essential for growth and success. In this session, he will present his newest collection of practical, detailed ways to get the leadership team, program staff, and front-line staff to prepare and practice using common camp activities and other moments to develop the specific behaviors that demonstrate traits such as resiliency, confidence, kindness, respect, responsibility, teamwork, social-emotional skills, and much more.	Room 303	Michael Brandwein
Wed 3/13 9:45-10:45 am	Recruit Staff like the Fortune 500	Fortune 500 companies respond to staffing challenges by utilizing a variety of strategies to cultivate their most valuable assets, their people. With case studies from traditional businesses and their direct application to camp, this session is a "can't miss" for staffing managers and camp owners alike.	Room 421	Mario Del Cueto

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 9:45-10:45 am	Rocketry and Growth Mindset at Camp	Empower your campers to become confident problem solvers by providing hands-on STEM experiences to improve their growth mindset through trial and error. Explore how model rockets are one of the many tools to help facilitate impactful programs for your campers. Build a free rocket with us and walk away with great strategies to use this summer! (Please note that we will not be launching our rockets at the conference, but bring it home and do it back at camp!)	Room 418	Nicole Freyschlag
Wed 3/13 9:45-10:45 am	Running a Simple Interactive Adventure at your Summer Camp	What is LARP (Live Action Role Playing)? LARP is an interactive experience where participants (your campers) navigate a story together where they choose their next action. Think of a video game or choose-your-own adventure book but live acted and without computers. A LARP can be 30 min long or an entire summer long. Within a LARP, there are endless possibilities for education, creating a sense of belonging, and improving emotional immersion for campers.LARPs are widely known for creating a safe space for campers to explore their identity, social skills, and conflict resolution in a safe space through role play. Meghan Gardner has over 2 decades of experience running LARP camps or single LARP adventures for ages 5 to 17 and then using the LARP to recruit graduates as CIT and counselors. In this presentation, she will walk you through how to run a simple LARP at your camp, how to structure your staff training, and possible challenges you may face with various stories.	Room 201	Meghan Gardner
Wed 3/13 9:45-10:45 am	Science Is Spectacular! Hands on Experiments To Bring Back To Your Camp!	Roll up your sleeves, prepare to get messy and take in everything you can that is going in front of you and around you!! The goal of this session, as in the past, will be to expose attendees to a wide array of science activities that are fun, accessible and engaging for children of various ages. These activities will cover a variety of topics including rocketry, experimenting with chemistry, plant/animal science, geology and physical science. The session will emphasize other aspects including time management, use of materials on a limited budget, and evaluation of activities during the course of the summer.	Room 401	David Nodiff
Wed 3/13 9:45-10:45 am	Six Magic Words to Enhance Your Leadership Effectiveness	Did you know that there are six words that can completely change the way you develop relationships and motivate your staff? This interactive and thought-provoking session will explore how using the Magic Words framework developed by Jonah Berger can help elevate your leadership effectiveness.	Room 408/409	Max Grossman Dave Malter

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 9:45-10:45 am	What is "Embodied Consent Education" and How Summer Camps Can Benefit From It	<p>Many camp professionals have included 'consent' education at the beginning of a session only to witness a series of campers or staff who break boundaries, harass others, and make their peers uncomfortable. So, Is consent education effective?</p> <p>The best educators know that reducing the amount of non-consensual touch in an informal learning environment requires a lot more than talking about touch or repeating rules - It requires two conscious efforts: modelling safe, respectful, consensual touch and creating contexts of play (especially in games, dance, sports, and celebrations) where physical connection takes place and where people can learn to explore and navigate their personal boundaries.</p>	Room 312	Eve Berger Pamela Barkley Daniel Brenner
Wed 3/13 12:30-1:30 pm	Dining Hall: Day Camp Roundtable (Moderated by Andy Pritikin)	In this annual session, we will learning best practices from our fellow day camp professionals during fast-paced discussions of the most popular current topics as heard on the Day Camp Podcast. There will be lots of discourse about the Staff Experience, like- what are camps doing to find staff, have them show up every day, feel supported, be happy, come back next year, etc. Come ready to share, and take lots of juicy notes,	Room 402	Andy Pritikin
Wed 3/13 12:30-1:30 pm	Dining Hall: Parks & Rec Camps Meet-Up (Moderated by Jeff Litt)	Are you a Parks & Rec Camp Pro and want to discuss topics, issues, or situations with other Parks & Rec Pros? If so, this is the session for you. Come with topics you want to discuss and as a group we'll come up with all the answers...or at least try our hardest. NOTE: This session is for Parks and Recreation Camp Staff ONLY. No vendors.	Room 405/406	Jeff Litt
Wed 3/13 12:30-1:30 pm	Dining Hall: Red Cross Instructor (Moderated by Cait Waxler)	Calling all Red Cross Instructors (or prospective instructors) to come out and network with other instructors. Discuss best practices for teaching CPR/Lifeguarding/Water Safety Instruction in the camp setting. There will also be time to ask questions about the new R.24 Lifeguarding program that was released in Feb. 2024.	Room 401	Cait Waxler
Wed 3/13 12:30-1:30 pm	Dining Hall: Teen Supervision and Freedoms at Camp (Moderated by Matt Karner)	As teens get older in camp many feel they want to have more opportunities at camp. In this Dining Hall, we will discuss what camps do to give their teen programming a jolt of energy to the program to make it more interesting. What freedoms are offered to your teens while at camp and ultimately how do we still supervise them without them feeling smothered?	Room 404	Matt Karner

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 12:30-1:30 pm	Dining Hall: The Next 10 Years: Biggest Risks and Opportunities (Moderated by Erec Hillis and Jack Schott)	As we make plans for the next decade, what are the biggest challenges, risks, and opportunities that camps will face? Join us for a discussion on the future of camp and hear from a group of experienced directors with a range of backgrounds from across the camp industry. Jack and Erec interviewed 12 experienced camp directors before the conference and have distilled their answers to share with the group. This will be followed by discussion sections for each of the "learning outcomes" topics listed below. Come learn what some of the most thoughtful minds in the industry have to say about the future of camp, and discuss how these opportunities and challenges apply to your camp. If you are someone who wants to make an impact in your organization in the next 5-10 years, this session is for you.	Room 415	Erec Hillis, Jack Schott
Wed 3/13 12:30-1:30 pm	Dining Hall: Why Your Superpower Matters (Moderated by Kristina Woznicki, Shanice Orji, and Anthony Strickland)	Join this moderated group discussion about leadership development and discovering your leadership superpower(s)! Attendees will share their personal experiences as they debunk leadership myths, discuss strengths-based leadership, and learn how to identify and embrace their own "superpowers". Attendees should expect to share their personal experiences, lend support, be open to feedback and engaged in the discussion. This session will review the many challenges that leaders in a variety of scenarios face while trying to advance in their camp career. Leave this session with steps you can take to develop the superpowers of your team and the confidence to leader with your own superpowers, have a better understanding of who you are and a more clear view of the leader you aspire to be.	Room 403	Kristina Woznicki Shanice Orji Anthony Strickland
Wed 3/13 2:00-3:00 pm	A How-To on Campers Dealing with Grief and Loss	This session is "everything you need to know about loss and bereavement". Corrie Sirota MSW, PSW, will share her 20+ years of experience with helping people cope with crises. This particular workshop is specifically designed to help camp staff learn coping strategies for themselves as well as their campers when faced with the unfortunate crisis of the death of a camper, camp staff or perhaps a family member. Focus will be on how to set up a debriefing that includes understanding the developmental levels of the various age groups being addressed.	Room 313	Corrie Sirota
Wed 3/13 2:00-3:00 pm	Bad Brain? Camp Directing Excellence with ADHD	and potential of neurodiversity, particularly ADHD, in the context of camp leadership. This session will delve into the inherent skills that individuals with ADHD excel at and how these can be harnessed to enhance their roles as camp directors. Drawing from 30 years of experience in the summer camp industry, we will discuss how ADHD can be a powerful asset in the ever-changing, multi-faceted world of camp directing. We will also share practical tips, tricks, and tools to help you navigate this vital work. Expect to leave this session with a renewed perspective on ADHD.	Room 415	Travis Allison

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 2:00-3:00 pm	Cooperative Games that Support Campers S.E.L.	Social Emotional Learning doesn't stop just because summer has started. Our responsibility to assist with our campers S.E.L. takes on greater responsibility as they look forward to attending your camp and creating new memories and experiences. Providing cooperative games allows campers to work together to accomplish a goal. They learn important social skills like communication, self-awareness, cooperation, regulating emotions, and problem-solving. They take the skills learned at a camp and carry over into other areas of their lives. Come ready for this interactive session of cooperative games that are not only fun but also provide tools to build positive relationships with campers, set clear expectations, model good sportsmanship and the goals behind the games that help support campers' S.E.L.	Room 312	Gerald Bolden
Wed 3/13 2:00-3:00 pm	Crafting Inclusive and Legal Job Descriptions	<p>Understanding and integrating compliance with the Americans with Disabilities Act (ADA) into your hiring practices is paramount. This session will provide a comprehensive exploration of the ADA and its implications on job descriptions, with a focus on the unique challenges and opportunities presented in the camping and adventure sector.</p> <p>We will navigate the complexities of ADA regulations, offering practical insights on how to design job descriptions that foster diversity, equity, and inclusion. Discover the importance of creating environments that welcome individuals of all abilities, ensuring that everyone has equal access to the joys of outdoor activities. Learn about best practices for addressing physical and cognitive considerations in job requirements, as well as fostering a supportive workplace culture that accommodates diverse needs.</p>	Room 304	Rachel Satinsky
Wed 3/13 2:00-3:00 pm	Crisis Control: Mastering the PR Game When Camp Gets Complicated	<p>Picture this: your summer camp is humming along, kids are laughing, and the sun is shining. Then, out of nowhere, a crisis hits. Maybe it's a health scare or a parent's fiery social media post. Either way, you're now in the spotlight, and not in a good way. What do you do? How do you respond?</p> <p>In this session, we'll tackle it head-on, learning best practices and practicing them together. You'll get tips on how to craft the perfect messaging, engage on social media without adding fuel to the fire, and manage interactions with the media to control your narrative.</p> <p>So bring your thinking cap and your best problem-solving skills. We're going to arm you with the tools you need to not just weather the storm, but to navigate through it like a seasoned captain.</p>	Room 402	Allison Krabill

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 2:00-3:00 pm	Does Your Kitchen Cash Flow?	The kitchen is the heart of camp and with the kitchen operations comes the financial side to the business. We will explore how to make your camp kitchen cash flow and make a profit, so you can do the upgrades that you need to keep up with the growing food trends. This session is about making sure your kitchen supports itself so that the other programs are not supporting the kitchen.	Room 419	Shana Smith Adam Guy
Wed 3/13 2:00-3:00 pm	Filmmaking at Camp: Building on Creativity	Do you currently use film clips in your staff training? Do you have filmmaking at your camp and want new ideas to expand it? Have you ever considered adding a filmmaking program to your camp but were afraid of the costs or intimidated by the technical know-how? If you answered yes to these questions, this session is for you. Incorporating film into your staff training can make it more dynamic and fun, and it will greatly improve the retention of key information. YouTube clips or simple film projects like a tour of camp or a safety video will not only introduce the information in a fun creative way, it will also model how easy it is to create or increase interest in your filmmaking program. Filmmaking provides campers with opportunities to express themselves, teaches them how to collaborate, and forms close fellowships creating projects that they can look back on for years to come!	Room 322	John James (JJ) Hickey
Wed 3/13 2:00-3:00 pm	From First Contact to The Last Camp Day: How to Keep Staff Feeling Satisfied and Engaged	To obtain quality staff is a battle in itself. To keep them motivated and wanting to return has become even harder. Our high school and college-aged staff have been socialized within a highly personalized and hyper-engaging curation of the world. While working at camp — whether they realize it or not — staff expect and crave the personalization and simplicity they experience elsewhere. We know that working at camp is not easy, and we should never advertise it is. An eager and happy 18-year-old who has never worked at camp before, probably will not conceptualize this. When there are easier job opportunities nearby, your pizza parties, gift-cards, and "whatever used to work to make staff happy" is not going to have the same effect with today's staff. It is time for creative solutions rooted in simplicity and making one feel valued during the entire camp staff experience.	Room 302	Justin Pritikin
Wed 3/13 2:00-3:00 pm	How to Objectively Evaluate Camp Programs & Staff	Have you ever had a hard time making an objective decision about which programs at your camp to keep and which to eliminate? River Valley Ranch will show how they regularly use the Non-Profit Sustainability tool to objectively evaluate each of the programs and events they offer based on impact and financial sustainability. In addition, they will show how they use this same tool to evaluate each staff member based on how well they perform and live their core values.	Room 421	Jon Bisset

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 2:00-3:00 pm	Managing Diverse Teams with a Trauma-Informed Lens	You've worked hard to improve the diversity at your camp, and you know diversity typically leads to better outcomes. But managing a team is hard, and being sensitive to how your leadership style impacts your team is a skill not taught in most spaces. This workshop will help you to avoid the pitfalls that can trigger team members whose life experiences differ from yours and help you have your most innovative and successful summer yet.	Room 315	Makela Elvy Donna Chioke-Colbert
Wed 3/13 2:00-3:00 pm	Pulling The Plug: Why Camps Should Be Thinking About How We Disconnect From Our Devices	While the concept of "unplugging" from technology has historically been a major selling point for camps and their families, the nature of how we engage with our devices has shifted dramatically - perhaps it's time that we revisited exactly what going off the grid looks like, and the impact it's having on many of our campers (and staff!). Many camps are reporting significant behavioral challenges during the early stages of the summer, which may be linked to our inability to prepare campers for a life without their phone. Expanding on concepts from their article in Camping Magazine earlier this winter, this session will explore why and how camps should consider teaching campers (and staff!) how to unplug, drawing from multiple perspectives and areas of expertise.	Room 303	Max Claman Ilana Winter
Wed 3/13 2:00-3:00 pm	Reasonable Accommodations: Our Obligations Under the ADA	This session will provide a comprehensive overview of the Americans with Disabilities Act so participants walk away knowing exactly what the ADA requires of them, what protections it offers to employees and campers, and how to approach ADA questions. We'll examine case studies volunteered by audience members to consider how the ADA applies to real-world scenarios in the camp industry. The session will also include plenty of opportunities to ask questions.	Room 408/409	Isaac Mamaysky
Wed 3/13 2:00-3:00 pm	Reducing the Cost of Camp Sustainability	In this session we will delve into strategies and resources for funding camp sustainability initiatives. Learn how to secure funding from diverse sources, leverage grants, and access valuable resources to propel your camp towards a more sustainable future. Discover key takeaways and insights that will empower you to take meaningful action and ensure a greener tomorrow for your camp.	Room 301	Danny Sudman
Wed 3/13 2:00-3:00 pm	Showing Up for Queer and Trans* Campers Through Brave Communication	Quite often when thinking about 2SLGBTQIA+ inclusive practices one of the first questions camps ask is, "What if the parents/caregivers get angry?". But, what if we reframed this question to be, "How can we use our pre-camp communications to ensure that caregivers understand our inclusive practices; allowing them to make an informed choice?". In this "the best defense is a good offense" strategy session, we will explore ways to be upfront and clear with parents about what 2SLGBTQIA+ inclusion looks like at our camp and how to prepare for possible push back by understanding our response is an act of love and support.	Room 309	Chris Rehs-Dupin Al Murray

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 2:00-3:00 pm	Small Camp, BIG IMPACT: How to Create a Magical Camp Culture in a Small Facility	Just because a camp has a small facility does not mean that it cannot create magical summers for campers and staff. Come and explore how to maximize space, use activity areas for multiple purposes, have intention behind every facility decision, and schedule your program creatively. We will also discuss the benefits of a smaller facility and how to market those benefits to potential families.	Room 310	Gregg Licht
Wed 3/13 2:00-3:00 pm	Supervising Staff with Intention	Supervising staff brings up many challenges. In this workshop we will explore a clear model that will help camp supervisors gain the confidence and skills needed to build relationships, role model, and offer feedback in ways that help their staff grow. Learn WHY feedback is essential, WHAT makes it effective, and HOW to give it.	Room 403	Brett Gurwitz
Wed 3/13 2:00-3:00 pm	Take Back Control from Armed Intruders: Empowering Everyone Through ALICE	Active shooter events take place everywhere. Falling into the trap of "it won't happen here" leaves us in the dangerous place of being unprepared. As summer camp professionals we naturally think about the risks we take and ways to balance fun and safety. Daily, the reality of the world around us makes this job harder and harder. Join the Maryland 4-H Camping Program as we walk you through what we have done to help to change our mindsets and empower ourselves using the ALICE (Alert. Lockdown. Inform. Counter. Evacuate) program.	Room 417	Amanda Wahle John-Michael Wahle Chris Rein
Wed 3/13 2:00-3:00 pm	There is Never a "Typical" Day at Camp... is there?	In this session we will discuss all the days that are not regular days. We will talk about rainy days, heat wave days, special event days and every other day that impacts the regular camp day schedule.	Room 314	Joel Shapiro Cricket Snearing
Wed 3/13 2:00-3:00 pm	Unlock the Secrets of Sorority and Fraternity Recruitment to Supercharge Your Camp Staff Hiring!	Ever wondered how Greek Life attracts devoted, energetic members from the same target audience camps are trying to hire? This session, led by a camp director who has overseen countless sorority recruitments across the country, will decode recruitment strategies of sororities and fraternities to offer actionable insights for your camp. Uncover valuable insider strategies that you can seamlessly integrate into your staff recruitment playbook! No togas required, just open minds!	Room 311	Sami Eron
Wed 3/13 2:00-3:00 pm	Wow, It's Hot! Bring on the Water Games	Summers are getting hotter and hotter, and whether you have a pool or not, all camps need water games! In this interactive workshop we will spend time learning how to play some awesome water-based games as well as modifying existing activities to add water. Whether you're looking for some Special Day activities or for more ways to integrate water into your everyday programming, come ready to play!	Room 201	Tommy Donaldson
Wed 3/13 3:15-4:15 pm	Applying the Power of Generative AI at Camp (And When Not To)	Artificial Intelligence (AI) has been a part of our lives for a while now - why so much fuss all of a sudden? Generative AI. This presentation will break down the ins and outs of Generative AI and showcase tangible examples of how it might boost camp operations. But, just like a seasoned camp counselor, we'll also discuss when it's best to let nature take its course. Join us for a dynamic session that combines the summer camp spirit with cutting-edge technology!	Room 304	Spencer Mroczek

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 3:15-4:15 pm	Camper Recruitment for Day Camps: A Moderated Panel	Filling the spots in your day camp is more complicated than creating a registration form. It requires planning and coordination. We'll explore strategies for recruiting campers, opening registration, managing waitlists, and communicating with parents. With insights from seasoned camp directors we will cover best practices and share real examples.	Room 403	Dan Weir Melanie Zak Andy Pritikin Ben Esposito
Wed 3/13 3:15-4:15 pm	Creating Buy-In and a Positive Camp Culture from the Moment Staff Arrive	We strongly believe that one of our most important goals of our staff orientation is to build a community of kindness that respects each other and works well as a team. This can be very challenging when you have a diverse group of staff who have different levels of experience, are in different age brackets, and have different understandings of the summer camp experience. We will discuss various ways we support staff in our camp community with our primary goal being for them to find value in the experience, in each other, and ultimately, in the campers they will be taking care of in their groups. We will share some inspirational themes, motivational videos and highlight some of our most successful staff development meetings and training activities.	Room 311	Lauren Bernstein
Wed 3/13 3:15-4:15 pm	Digital Media Magic: Creating Engaging Content for Summer Camps	In the ever-evolving landscape of summer camps, harnessing the power of digital media is essential. This session will equip leadership teams with the skills and insights needed to craft compelling and engaging digital media content that resonates with campers, parents, and the broader community. From eye-catching videos to captivating social media posts, we'll explore the strategies, tools, and best practices to bring the magic of your camp to life online.	Room 202	Nelson Strickland Quarius Lucas
Wed 3/13 3:15-4:15 pm	Doing Well by Doing Good: Translating Your DEI Values into Effective Policies and Practices	This session will review the benefits of holding Diversity, Equity and Inclusion (DEI) as important elements of a camp's values. Following the overview, this session will empower attendees to create meaningful and values-centered experiences by focusing on ways to align the organization's policies with the values of Diversity, Equity and Inclusion and provide examples of how to implement practices and programs that make campers, staff, parents, board members and all of a camp's stakeholders feel a shared sense of inclusion and belonging.	Room 421	Jacob Brier
Wed 3/13 3:15-4:15 pm	Heroes Wanted: Live Roleplaying Adventure	Join us for an exciting, beginner level Live Action Role Playing (LARP) adventure. In this 20 minute interactive adventure for up to 15 attendees at a time, you will have to use your wits, work as a team, and interact with characters in a live action story where you and your team are Heroes. Come prepared to play pretend and get physically involved with hands-on problem solving, creative negotiation, and even an option for defending your team with a NERF blaster. But pick your team carefully... the fate of your group depends on your decisions! No LARP experience necessary. If you want to learn how to run your own LARP adventure, attend Running a Simple Interactive Adventure at your Summer Camp.	Room 312	Meghan Gardner

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 3:15-4:15 pm	Hidden Learning Experiences: Closing Achievement Gaps at Camp	<p>Discover the untapped potential of summer camps as catalysts for academic and social-emotional learning. This session explores the power of hidden learning within traditional recreational activities and why it matters for the growth and development of campers.</p> <p>The SummerCollab team will provide practical advice on curriculum planning, activity design, and building a camp culture that inspires kids to explore the limitless possibilities of their own potential. You will discover innovative strategies for designing a summer program that seamlessly weaves educational elements into the fabric of summer camp fun.</p>	Room 419	Kristina Woznicki Jen Reid Anthony Strickland
Wed 3/13 3:15-4:15 pm	Home Is Where the Heart Is	Whether someone is a first time camper or a veteran at camping, many kids today find themselves "missing home" at some point. While its normal for campers to feel sad at various times there are a number of techniques that camp staff can employ to enhance the campers resiliency that will in turn serve to help alleviate homesickness. This workshop also includes advice and support to give to parents prior to and during the camp season that will help make the camping experience a more positive one for all.	Room 313	Corrie Sirota
Wed 3/13 3:15-4:15 pm	Hope is not a strategy: Why and How to Create Intentional Health Education at Camp	Every summer at day and overnight camps, kids are talking about all kinds of health topics. From diarrhea to sex to mental health, no topic is off limits. Kids feel really comfortable asking all kinds of questions that they really wonder about because camp is their safe place and they trust it the most. What's the problem? The most frequent "educators" are campers! Every camp has a health curriculum, but most camps have no control over the topics, the information, or the developmental level of the conversation. Come join Dr. G (Deborah Gilboa, MD) as we tackle this challenging issue and brainstorm ways to support healthy development while protecting camps from the dangers of free flowing misinformation.	Room 302	Deborah Gilboa
Wed 3/13 3:15-4:15 pm	Incorporating Social-Emotional Learning Into Your Program to Meet This Moment	Camp can be such a unique vehicle to help children reconnect with their childhood and unpack their understanding of the world around them and where they fit into it. Often we tend to overthink it or think that we lack the knowledge to offer an intentional Social-Emotional Learning (SEL) curriculum. SEL can and should be intentionally incorporated into the work we do with our campers always, but particularly now.	Room 301	Mike Callahan
Wed 3/13 3:15-4:15 pm	Is It Conflict or Bullying: Creating a Culture of Includers	Nobody wants to hear that a participant was "bullied" at camp. But...were they actually? That particular "B word" gets thrown around a lot, and it isn't always an accurate representation of the social situation. This session will clarify the specific differences between conflict (normal) and bullying (not!), including an emphasis on the sneaky version: social exclusion/relational bullying. We'll walk step-by-step through when and how staff should intervene (or not), and talk about creating a culture of includers with easy-to-implement ideas.	Room 303	Emily Golinsky

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 3:15-4:15 pm	It's Your Turn: Games Where Everyone Shines	At camp, we sometimes think "the bigger, the better." But the truth is, sometimes all we really need to connect is to get back to basics and embrace simplicity. In this session, we'll explore the positive effects of small, intimate games and activities that use simple approaches to best connect you, your campers, and your staff. It can be challenging to navigate all kinds of personalities at once, and the best way to do so is often with smaller games that act as equalizers, giving everyone a chance to have their moment in the spotlight. Here, you'll learn 5-7 new games to take back to your program that focus on group bonding, efficiency, and engagement. If your aim is to get everyone equally involved and provide them with a chance at a deeper connection, you'll walk away from this session confidently armed with a multitude of games and strategies to do so.	Room 402	Adam Baranker
Wed 3/13 3:15-4:15 pm	Making Down-Time Fun-Time at Camp	How do you make every minute a unique & special part of the camp experience? We will explore the different times when staff can transition down-time into fun-time during this exciting & interactive session. Attendees will vote live on the most important focus areas using interactive technology, then we will teach/play a variety of creative activities to keep campers safe and happy while making every minute of the summer exceptional.	Room 201	Jed Buck Roz Buck
Wed 3/13 3:15-4:15 pm	Silent Struggles: Supporting Yourself and Your Staff Through the Tough Stuff	Peel back the layers of the camp experience and discuss some of the most common challenges and feelings faced by camp professionals of all levels. Learn how to navigate the complex realities of camp life with empathy and new approaches in order to net more positive outcomes with the staff at your camp. This session will identify the common, often silent, struggles that staff in different positions might experience, help attendees identify the signs to notice when someone on their team may be struggling silently, and provide strategies that can help.	Room 417	Emily Minter

Day & Time	Session Title	Session Description	Room	Speaker(s)
Wed 3/13 3:15-4:15 pm	Stop Stealing Our Culture: An Anti-Colonial Toolkit for Summer Camps	<p>Ever wonder why we see so many Indigenous words and images attached to summer camps? Is that a problem? What can we do about it? The harmful appropriation of Indigenous culture is woven into the historical fabric of summer camps in the United States. From decor to programs, to camp names and logos, we see stolen and misrepresented elements of Native culture strewn throughout the camp world. So what's the big deal?</p> <p>In this session, we will dive deep into the history of colonialism, the appropriative origins of the American summer camp, and the ongoing impact of cultural appropriation at camps today. Participants will gain an understanding of how the gears of colonialism operate in our camp communities, and together we will answer questions such as: How can I recognize and address cultural appropriation at my camp? How can I find the line between hurtful appropriation and respectful learning? And how can we reinvent summer camps as a site of powerful anti-colonial education and justice?</p>	Room 309	Caleb Seguin
Wed 3/13 3:15-4:15 pm	Sustainability in Food Service	In this session, we will discuss sustainability within your kitchen, which includes sustainability statistics (% of energy used in the kitchen and other areas) and tips/best practices (water conservation; energy efficiency; reducing waste, food sourcing). We will also be discussing the difference between sustainability and conservation, the 4 Pillars of Sustainable Food, and the overall impact of a successful kitchen operation at your camp.	Room 322	Shana Smith Adam Guy
Wed 3/13 3:15-4:15 pm	Transgender Campers and the Law	Join a camp attorney to explore the laws that govern your camp's relationship with transgender, nonbinary, and gender nonconforming campers. We will explore the requirements of state human rights laws, how these laws differ among states, and what they require for camp policies. Participants will have plenty of opportunities to ask questions and share best practices.	Room 408/409	Isaac Mamaysky
Wed 3/13 3:15-4:15 pm	Trauma and the Brain: The Brain Architecture Game	Have fun building a "brain" out of pipe cleaners and straws, while delving into the serious topic of childhood trauma. By participating in The Brain Architecture Game, participants will explore the impact of Adverse Childhood Experiences on campers' development and behavior. We will discuss ways to best support campers and the importance of providing Positive Childhood Experiences in the camp environment to set campers up for success in life. Learn how to use this game as a tool for training your staff.	Room 415	Katherine Adame

Day & Time	Session Title	Session Description	Room	Speaker(s)
Thurs 3/14 9:00-10:00 am	65+% Club - Camper Retention Minimums	<p>Was your camper retention rate less than 65% last year?</p> <p>Join Travis Allison for a dynamic session that will revolutionize your approach to camper retention. Led by a seasoned summer camp professional and consultant with a 30-year track record, this presentation will delve into proven strategies that consistently achieved an 80+% retention rate for almost 15 years.</p> <p>Discover how to leverage camper registration data to identify patterns and understand why campers return or choose not to. Learn how to utilize after-session surveys effectively to enhance your camp's appeal.</p> <p>We'll also explore intentional communication techniques designed to boost retention, both during and after camp. This session is a must for camp directors and owners committed to elevating their camp's registration retention numbers and creating systems to get campers to return year after year. Don't miss this opportunity to join the 65+% Club!</p>	Room 303	Travis Allison
Thurs 3/14 9:00-10:00 am	Accounting and Tax Strategies for the Camp Industry to Increase Profits and Reduce Taxes	<p>During this session, we will discuss the accounting and tax needs of the camp industry including maximizing tax deductions, how to structure the purchase or sale of a camp, setting up a succession plan, and unique issues related to not-for-profit camps. There will also be a full update on new tax law changes, overcoming obstacles during challenging times, and the government assistance programs such as PPP forgiveness and the Employee Retention Credit.</p>	Room 408/409	Andrew Zwerman
Thurs 3/14 9:00-10:00 am	Aquatic Justice: Confronting Anti-Blackness in Water-Based Recreation	<p>As camps work to make their programs more equitable, aquatic programming has been placed under a microscope, and camp leadership across the globe is striving to make their swim programs more inclusive. But why do so many young Black participants arrive to camp without knowing how to swim? And where do the anti-Black biases interwoven into aquatics really come from? Hosted by Jessica Tingle of Blacquatics and Simone Gamble of OAAARS, this session will delve into the root causes behind the barriers keeping Black folks out of aquatics, and provide a framework for making the water a more welcoming place for all. We will explore topics such as: the history of Black Americans and swimming pools; the intersection of fatphobia and anti-Blackness in swimming; hair and skincare accommodations for Black participants; and much more. Head into summer 2024 with the tools you need to make the pool or waterfront a safer space, and a knowledge of history that will help you avoid repeating it.</p>	Room 419	Jessica Tingle Simone Gamble

Day & Time	Session Title	Session Description	Room	Speaker(s)
Thurs 3/14 9:00-10:00 am	Branding Masterclass: Attracting Legions of Irrationally Loyal Fans to Your Camp	Remember the last time you felt like you had the world on a string? The best brands in the world can give their customers that same kind of feeling. Strong brands help their customers solve problems, present a positive image to the world, feel empowered, feel accomplished, and feel like the hero in their own personal stories. Think about what happens when you're feeling like you're on top of the world and everything is working out the way you hoped it would. No matter which cliché you use to describe the feeling of having the wind in your sails, that feeling connects deeply with your emotions. Deb Gabor puts you in the mood to create a powerful brand that connects with your most important customers - the ones most highly predictive of your success.	Room 403	Deb Gabor
Thurs 3/14 9:00-10:00 am	Bringing Restorative Justice to Camp	As summer camps continue to reimagine structures that will meet the needs of today's camp communities, many people are beginning to look to Restorative Justice - a model with its roots in Indigenous teachings that has made its way into the educational discourse. Bringing Restorative Justice models into the camp world can meet current needs camps are facing regarding: community building, staff engagement, addressing changing camper behaviors, and responding to conflict by providing circles of support for both campers and staff who are navigating challenging situations. When implemented well, these models have been found to help communities live into their values and feel more connected, supported, and accountable to each other. In this session we will introduce what Restorative Justice is, share examples of restorative practices, and explore the unique opportunities and challenges involved in bringing it into the camp space.	Room 312	Brett Gurwitz Jonah Canner
Thurs 3/14 9:00-10:00 am	Keys to Successful Transportation Operations at Day Camp.	This session is a seminar providing a comprehensive roadmap for a smooth transportation operation during summer day camps. Attendees will gain valuable insights into daily expectations, script essentials, and strategies to prevent code red situations. Discover how to create an effective daily timeline, assemble a well-structured team, and navigate potential crisis scenarios. This seminar is your guide to ensuring a seamless and successful summer day camp transportation experience.	Room 301	Cameron Bock Michael Greenstein
Thurs 3/14 9:00-10:00 am	Paper Crafting Projects	Paper can be shaped, folded, cut, adhered, and reused into so many different cool crafts. We will be cutting paper, twisting paper, gluing paper, folding paper, and working together to turn simple ordinary pieces of paper and magazine pages into crafts. Participants can expect to make 2-3 crafts in the workshop but leave with ideas for many more.	Room 418	Jen Hargrave

Day & Time	Session Title	Session Description	Room	Speaker(s)
Thurs 3/14 9:00-10:00 am	Professional Development Planning for Leadership Teams	Year-round team members are often leading the charge when it comes to training and orientation for seasonal staff, but what about their own professional development? Leaders and veteran staff still need and deserve meaningful opportunities to learn, hone skills, and expand their toolkit. This session will focus on how to use the latest research on adult learning and change management theories to help camp leaders develop in their roles, while making training fun and engaging, too. Participants will discuss ideas and gain resources to enhance the development of year-round staff.	Room 415	Ali Wittenberg Jen Siaca Curry
Thurs 3/14 9:00-10:00 am	Protect Your Camp from Toxic Staff	Most of us have experienced a toxic staff member at some point. How does it make you feel? How does it impact the rest of your staff? We will explore the ways toxic staff members can negatively influence your culture and energy. We will examine ways to avoid hiring potentially toxic staff members as well as what to do when you identify one on your staff. We will also focus on creating an environment that safeguards against the development of toxic staff members. Finally, we will self-reflect and discuss ways to avoid becoming toxic employees ourselves.	Room 402	Jed Buck Roz Buck
Thurs 3/14 9:00-10:00 am	Running an LGBTQ+ Summer Camp - Lessons From Our First Two Years and How to Apply Them to Your Camp	Please join us as we explore what we have learned during the first two years of running Camp Beyond Binary - an LGBTQ+ youth summer camp in upstate NY powered by Girl Scouts of NYPENN Pathways. Our experience along with advice and key takeaways - such as branding, key concepts, and working with parents/guardians - will be offered by LGBTQ+/DEI consultant, professor, and camp director Dr. Chris Kukenberger.	Room 313	Chris Kukenberger
Thurs 3/14 9:00-10:00 am	That's Not Good for My Mental Health: Setting Staff Up to Support Campers and Themselves	Across the country, counselors are struggling to support the needs of their campers and themselves. Day camps are seeing counselors not show up for work and overnight camps are seeing counselors leave for "mental health." Camper care teams are stretched thin by the needs of campers and are left struggling to support staff. This session will help our staff attend to our camper's mental health and wellness differently and provide a framework to assist your staff with their own mental health and wellness challenges.	Room 304	Drew Fidler

Day & Time	Session Title	Session Description	Room	Speaker(s)
Thurs 3/14 9:00-10:00 am	The Bear: The Recipe for Camp Leadership From a Restaurant Show	<p>You know what A+ work looks like, but you've got a C+ team with "¡ potential! How do you bring them up to a level that is seemingly unattainable? Using the poignant lessons from the hit show "The Bear," that's how.</p> <p>Hear from 2 camp start-up veterans about what is required to make excellence a cultural habit so that "EVERY DAY IS THE F'N SUPERBOWL!" Using examples from the show, you'll see how situations, roles, and responsibilities in a pressurized kitchen relate to those at your camp, as well as strategies for handling the strengths and weaknesses of our key staff to transform them into 3-star Michelin performers" ¡ or at least set them on the path for success!</p>	Room 302	Eric Wittenberg Andy Pritikin
Thurs 3/14 9:00-10:00 am	The First Disclosure: Preparing Staff on Trauma-Informed Considerations When Hearing a Report of Sexual Misconduct at Camp	<p>The manner in which staff reacts to a camper's first telling of an incident of sexual misconduct can make all the difference in the experience of the camper, as well as the effective resolution of the matter. While a serious allegation of sexual abuse will often require external assistance to navigate, the first disclosure at camp is typically made to a counselor or more junior staff member. This session is for camp leaders considering how to best prepare junior staffers to respond appropriately should a camper make such a disclosure.</p> <p>Led by trauma-informed camp legal advisors and former prosecutors, this session offers a deeper dive into how to educate junior staff to recognize a disclosure (it may not always be plainly stated), what to say and not to say to the camper during the conversation, and the importance of quickly escalating the disclosure to leadership so that additional steps can be taken.</p>	Room 417	Rena Paul Margaret Gandy
Thurs 3/14 9:00-10:00 am	The Glass Noodle: A Noodles, Ball and Cones Mystery	<p>You are cordially invited to join us as we unveil and auction off the World Famous Glass Noodle, a prized possession for many around the world. Not only is it beautiful, it has rumored powers that give whoever holds it infinite power and wisdom. Beware, there are many that want to protect the Glass Noodle, and do everything in their power to not let it fall into the wrong hands. Come join us for this interactive game session, where we will learn, play, and have a whole lot of fun.</p>	Room 201	Mackenzie Wallace
Thurs 3/14 9:00-10:00 am	Unexpected Outbursts: Handling Trauma & Triggers at Camp	<p>Many of our campers show up at camp having had significant traumatic experiences. A trauma response can be an intense experience not only for the person in it, but also for everyone witnessing it. It is crucial that all staff become trauma-informed to handle safely unexpected outbursts from campers. In this session we will create an understanding of ACES, go over 4 trauma responses, and go over simple ways to support a camper while they are triggered.</p> <p>At the end of the session, staff will have a chance to explore their own triggers, responses, and effective soothing strategies so that they can show up prepared for their own emotionally intense moments.</p>	Room 311	Kathleen Hilchey

Day & Time	Session Title	Session Description	Room	Speaker(s)
Thurs 3/14 9:00-10:00 am	Unlock Your Resurgence: Build Your Burnout Prevention and Recovery Plan	<p>Are you feeling drained, disconnected, or unsure of your future at camp? This session will recharge your energy, realign your purpose, and reignite your passion to maximize joy at camp.</p> <p>Join LEAD's President & Founder as she introduces the Six Pillars of Resurgence, that will empower you to build your ultimate burnout prevention and recovery toolkit for camp. You'll feel empowered to slow down, reconnect with yourself, and fully show up in your role this summer.</p> <p>Participants will receive 100+ original self-care challenges that will remind you of the importance of self-love and community care, enabling you to build your ultimate, strength-based self-care toolkit for your burnout prevention and recovery journey. Nurture your well-being, challenge harmful habits, and kickstart your healing!</p>	Room 404	Kyrah Altman
Thurs 3/14 10:15-11:15 am	Sitting on Cash? Short-Term Investing Options for Camps	With the failures of Silicon Valley and First Republic banks, many business owners are actively reassessing their cash management procedures. Camps have very unique investing and cash usage needs, receiving large cash inflows in the winter and needing to safely invest these funds until the summer, when they are used. The traditional approach involved keeping money - usually well in excess of the FDIC-insured deposit limit - in a bank account that typically paid close to zero interest. With interest rates now much higher, and with reawakened bank solvency concerns this discussion will discuss non-bank investing options, like money market funds and Treasury bills. We will also discuss the current state of the banking system in the U.S. Participants will have plenty of opportunities to ask questions.	Room 310	Harry Mamaysky
Thurs 3/14 10:15-11:15 am	"Drop An Egg On Your Head" and Other Retro Camp Games	This session will be an interactive opportunity to learn and play some retro games. Included in the collection will be Mancala, Jacks, Cats Cradle, Gummitwist, Fortune Tellers, Hopscotch, Four Square and other favorites.	Room 415	Stef Gillman Jamie Diamond Jordan Chaney
Thurs 3/14 10:15-11:15 am	A How-To for Finding and Utilizing Volunteers at Camp	Presented with engaging stories, this session serves as a how-to resource, offering insights into finding, recruiting, nurturing, and efficiently managing volunteer groups. It stresses the significance of effective planning and budgeting for supplies, and highlighting the importance of equipping volunteers with the right tools to maximize their potential. Information learned in this session will encourage setting higher expectations for volunteers at your camp and recommends assigning tasks that align with their interests. By investing your time in recruitment and meticulous planning, you can expect a remarkable tenfold or more return on your efforts.	Room 421	Andy Smith

Day & Time	Session Title	Session Description	Room	Speaker(s)
Thurs 3/14 10:15-11:15 am	AI is More Than OK for Camps to Use	Learn how to think, manage, analyze, and create using AI that is available to you right now. If you're not using Artificial Intelligence in your camp management, marketing and operations, you're missing the boat. Join this practical presentation with tons of examples to learn how to leverage the latest technology.	Room 302	Eric Wittenberg
Thurs 3/14 10:15-11:15 am	Capturing Good Videos and Photos are Essential to Your Camp's Business	<p>Many camps use young staff members with little to no experience to take their videos and photos. This is a mistake as the media you present to current families and caregivers and potential families is among the most important representations of your camp. You must train your staff to at least know some essentials in order to get you what you need to please the parents.</p> <p>In this session, we will go through various photos and video to see what works and what doesn't. We will learn tricks and tips to make sure that your camp is painted in the best possible light. Great photos and videos are not accidental.</p>	Room 314	Joshua Adler
Thurs 3/14 10:15-11:15 am	Experiential Activities: Stop Just Playing Games and Start Learning	This workshop is experiential learning in action. You'll take part in a series of collaborative, hands-on activities. You'll learn, experience and reflect on 5 fundamental principles that you can apply to your group games and activities that will enable your instructors to take them to the next level.	Room 418	Jamie Thompson
Thurs 3/14 10:15-11:15 am	Help! I Think My Staff Hates Me!	Okay, so not really. I mean who could hate YOU?!, but it certainly can feel that way sometimes. And, when it does, it can have an extremely negative impact on the productive, fulfilling working relationship and camp experience we want for all our staff members. Learn specific ways to recognize issues before they snowball into emergencies, the things we should definitely NOT be doing as leaders, and effective strategies and practical applications to earn (and keep) the respect of our staff members by effectively dealing with disrespectful staff and what to do with their feedback.	Room 304	Beth Allison
Thurs 3/14 10:15-11:15 am	How "Intelligent Failure" Leads to Innovation at Your Camp	The old adage of "learning from your mistakes" isn't effective when you are trying to innovate at your camp. It can often leads to complacency and a failure to capture the nuances of that failure. In this session we will introduce the concept of Intelligent Failure (adapted from the work of Amy Edmondson) and explore how it can help you make bolder and more effective change at camp.	Room 403	Dave Malter

Day & Time	Session Title	Session Description	Room	Speaker(s)
Thurs 3/14 10:15-11:15 am	Lessons Learned from a Cyber Breach	In a world where cyber security is a growing concern, as well as a rapidly evolving and expanding knowledge field, what should small organizations prioritize? How can we ensure that we have the necessary layers of protection while remaining realistic? This session will delve into the lessons learned from a significant cyber breach, the steps taken to remedy the immediate-term threats and concerns, as well as the longer-term solutions implemented, ranging from policy revisions, training, and enhanced detection and monitoring systems. This session is run by and designed for all camp professionals! All of the solutions discussed can be learnt and afforded by any sized organization.	Room 309	Sam Aboudara Carl Scalzo
Thurs 3/14 10:15-11:15 am	Level Up: Harnessing the Power of Esports for Youth Development	The fastest growing 'sport' is not played on a field or in a gym but online. In this session, we will explore how esports promote inclusivity by providing an accessible platform for diverse youth, regardless of their physical abilities or backgrounds, to engage in healthy competition. Additionally, we will discuss how esports foster valuable life skills, such as teamwork, communication, and problem-solving, as participants collaborate to achieve common goals. Moreover, we'll emphasize the year-round appeal of esports, offering camp directors a versatile programming option that extends beyond traditional outdoor activities. Join us to discover how esports can be a game-changer in nurturing well-rounded, resilient, and engaged youth.	Room 417	Nelson Strickland
Thurs 3/14 10:15-11:15 am	Mental Health in Campers: A Roadmap	This session will give a "roadmap" for recognizing and handling mental health issues in campers. From pre-camp screening to dealing with in-camp crises to post-camp debriefing, you will learn how to prepare for many situations. Having plans for mental health is just as important as having plans for illness and injury; you shouldn't be running your camp without them! As a camp founder, longtime director, and social worker, Nick will give you concrete takeaways in this session.	Room 408/409	Nick Teich
Thurs 3/14 10:15-11:15 am	Navigating the Complexities of Medication Management	Many camps offer medication management services and understand the key features of routine medications often needed at camp. The challenge occurs when we are asked to provide herbals, homeopathics, CBD, and other unregulated substances. This session will discuss some of the most common challenges and considerations with medication storage, dispensing, documentation, and more to help create safe camp health services.	Room 301	Tracey Gaslin
Thurs 3/14 10:15-11:15 am	Preparing Frontline Staff to Support Trans* Campers	No matter where you are on your journey to discover how to best support trans* campers, it is essential to prepare your staff to build compassionate connections with campers of all gender identities. This session will include how to open this conversation with your staff prior to your camp season and what essential building blocks your training should include to ensure that campers of all gender identities feel like whole, valued participants in your programs.	Room 313	Chris Rehs-Dupin

Day & Time	Session Title	Session Description	Room	Speaker(s)
Thurs 3/14 10:15-11:15 am	The Kids are Not Okay... and Neither are the Adults!	<p>With mental health challenges skyrocketing, our day and overnight camps are jammed with dysregulated young people. Teen and adult camp staff are overworked, exhausted, and often at a loss what to do. This interactive workshop will provide new insights into these mental health challenges. Plus, you'll get tangible, trauma-informed tools to help our youth (and adults) find their calm.</p> <p>During this session you will gain new emotional regulation tools for our toolkit to deal with young people to help them find their calm. At the end of the session you will leave with tangible things that you and staff can do immediately to help struggling young people.</p>	Room 311	Kathleen Hilchey
Thurs 3/14 10:15-11:15 am	The Kumbaya Balance - Engaging Gen-Z	<p>Managing and engaging Gen-Z during the summer can be an endless paradox. You want to give it your all, but not too much. You want to be close to your campers and staff, but not too close. You want them to be able to give feedback and make contributions, but not so much that they end up in charge. In this session, we'll find balance on that seemingly limitless spectrum. We'll identify the fine line that separates either side of these contradictions, we'll embrace communication and programming styles that work with this generation, we'll look at the long-term effects of our Covid summers, and we'll arrive at the sweet spot that'll keep you, your staff, and your campers happy.</p>	Room 402	Adam Baranker
Thurs 3/14 10:15-11:15 am	Top Training Techniques to Boost Staff Learning & Practice of Superb Skills	<p>Come learn about Michael's original, powerful, and practical activities and training activities. You will walk away being able to plug the activities into your existing trainings. Staff will learn specific skills they will really use in their daily work. This session addresses these needs: We want to save time and stress in building a great training; we need fresh ways to engage returning staff; we must have terrific methods to grab the attention of everyone, maximize participation, and make learning stick. The way we train staff is a model of how we want them to lead and teach our campers, so our training must be creative, fun, and be based on the fact that not everyone learns the same. You'll learn how to get this done. And training must not be limited to what we do before campers arrive. We will learn ways to keep it ongoing, so we can continue to motivate and build the skills of staff throughout the season.</p>	Room 303	Michael Brandwein
Thurs 3/14 10:15-11:15 am	What College Students Want: A Research-Based Approach to Staff Recruitment & Retention	<p>It's not just you hiring and retaining staff is getting harder for camps each year. Some of the reasons seem obvious: internships, better pay, and academic progress have all been factors for a while now. But is that just the way it is? Over the past year, UltraCamp conducted a study that explores how college students think about and approach summer opportunities - asking what they value, when they plan, and how they finalize their decisions. This session will break down our findings and make some recommendations for camp leaders to consider as they begin recruiting for the next season of camp.</p>	Room 322	Donnie Keele III

Day & Time	Session Title	Session Description	Room	Speaker(s)
		<u>TRAVEL PLANNING INFORMATION</u> Tuesday, March 12th 9:45 - 11:00 am Opening Keynote Danny Meyers Thursday, March 14th from 11:30am - 12:45pm Closing Keynote Katie Sowers		