

## TUESDAY, MARCH 9TH

\*All session info is subject to change\*

Session Title	Description	Speaker(s)
Coming Off the Bench: Leading through Play	In order to take our leadership skills from good to great, we need not lead from the sidelines. A common mistake among leaders is not proactively supporting their camp community and instead of showing up only after a situation has arisen. By getting right to the center of the action, whatever it may be, we can have a hand in facilitating socialization and fun. If we are right at the heart of the activity, it is almost impossible for us to miss important information we might need in the future. In this session, you will learn the skills and activities best suited to facilitating and evaluating situations before they escalate out of control. So lace up your shoes, because we're coming off the bench.	Adam Baranker
Performative to Intentional: Cultivating Racial Equity Practices	<p>This session will teach attendees how to implement racial equity for all stakeholders within your organization. We invite camping professionals of all levels within for-profits and not-for-profits to engage in a candid conversation regarding racial equity practices and their implementation at your organization/camp. This is in hopes of shifting from performative actions to more reflection and intentional actions.</p> <p>This session is intended to address race as the focal point while acknowledging the intersectionality of the identities present within the session. We will touch upon the ways intersectional identities are connected in addressing racial equity within organizations and camps.</p>	Akienyalay Bruce Eric Beriguete
Tax and Accounting Strategies to Increase Camp Profitability and Reduce Taxes	<p>From this session you will learn:</p> <ul style="list-style-type: none"> <li>Basic accounting needs unique to the camp industry</li> <li>How to maximize tax deductions and tax law changes</li> <li>Bank financing and relationship</li> <li>How to structure the purchase of a camp</li> <li>How to structure the sale of a camp</li> <li>Setting up a succession plan</li> <li>Accounting issues relating to non-for-profit camps</li> <li>Other tax issues relating to the camp industry</li> <li>New tax law changes</li> <li>Overcoming obstacles during challenging times</li> </ul>	Andrew Zwerman Kathleen Pagano
Camper Mental Health During a Pandemic and Beyond	What should you be looking for in campers' social/emotional health during the 2021 camp season? What might they and you be dealing with and how has the pandemic possibly exacerbated some of our campers' previous mental health diagnoses? How can you support campers' social/emotional health inside of camp and/or virtually?	Cathi Fischer
Dealing With Different Personalities	Our jobs regularly call for skills in interpersonal relationships. These may often be needed when dealing with delicate situations and various personalities. This workshop will identify the underlying needs of people in an effort to explain the reasons for their behavior. The session will also explore how to use "blocking blame" techniques to deal with different types of personalities, how to respond to conflict in a non-confrontational manner, and diffuse various situations in a way that preserves the relationship.	Corrie Sirota

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Session Title		Description	Speaker(s)
<div>Block 1</div> <div>10:30-11:30 am EST</div>	Love What You Do! Increasing Engagement for You and Your Team	Increased engagement by employees and volunteers has many benefits, including higher retention/decreased turnover. This extremely interactive session defines engagement and focuses on 3 key factors that increase engagement at work. The presentation includes a mix of thought-provoking discussions as well as dynamic activities to empower individuals to increase their own engagement as well as encourage managers to increase the engagement of the teams they lead, including volunteers.	Jed Buck Roz Buck
	Communicating During COVID: Lessons to Flourish in 2021	COVID-19: it shut down camps, it caused havoc. Letter after letter was written to parents and campers: "we're opening", "we're delaying", "we're not opening after all". So much to say. So much communication. Frustrating for you and for your families. Shouldn't there be a better way to more efficiently and effectively speak to your camp families, surrounding community, alumni, and the media when the pandemic is changing things up every day?  Yes! With every crisis comes opportunity. Sharing difficult news changing by the day is never easy, but if done well it can actually boost your camp's reputation and relationships. Come learn specific strategies for improving and diversifying your communications as we await what summer 2021 brings.	Jeff Jubelirer
	Building and Maintaining a Diverse, Equitable, and Inclusive Board of Directors	This workshop will be designed to (1) increase the board's understanding of diversity, equity, and inclusion and its relationship to effective governance. Incorporate diversity, equity, and inclusive principles and practices into the Board Development Cycle; and (2) help participants identify the strategies and major steps that they can and should take to move forward in building and maintaining a diverse, equitable, and inclusive board and board culture.	Jennifer Rutledge
	Creating Safe Eating Environments for Summer 2021 and Beyond	We all know how to manage the wide range of food allergies that are presented at camp, but how do we juggle those with the new and demanding health and safety practices brought on by the pandemic? Camps are expected to offer more choices for special diets, food allergies, and food preferences than ever before. How do you provide for the different dietary needs of campers and staff in a safe, cost-effective way when feeding an entire camp AND managing safe eating during COVID-19?! This session will provide actionable strategies for how to operate a kitchen and dining room to keep campers and staff safe and healthy.	Jodi Greebel
	New Learning from Mister Rogers: More Great Ways for Staff to Help Campers of All Ages Learn, Grow, and Become their Best	Another new session from Michael, in which he asks: If we could beam in one person from the past to help us handle the big problems facing society today, do you agree, wouldn't Fred Rogers be an outstanding, top choice? Michael's standing room only 2019 Tri-State Session called "Missing Mister Rogers" was one of the most popular and talked about of his recent presentations, applied to all age campers. Since then he's taken Fred "on the road" in his staff training, live and virtual, where he's discovered that all ages of leadership team members and even young staff respond deeply and emotionally to the messages and approaches Mister Rogers taught and championed to millions. He's confirmed that they are a highly effective "hook" for training ourselves and others to build kind relationships, peaceful communities, and great character traits in leaders and all ages of campers. Plus, they are a great way to apply teaching approaches that boost camper learning as well. So we've asked Michael for a new collection of terrific training tools based on more of Fred's famous and powerful practices that we can plug into our work with staff and campers to create the very best camp and community Neighborhoods.	Michael Brandwein

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The Power of Kindness at Camp: Finding time for Service and Simple Acts of Kindness in Busy Schedules	Summer is a time for kids to take a break from stressful academics and extracurricular commitments and focus on the life lessons that camp organically imparts: cooperation, sharing, supporting, and caring for others. Gratitude is an important aspect of service work, and campers should be encouraged to appreciate the gift of camp, sharing their joy with others who might be less fortunate. Camp schedules are packed with so many options and events, finding time to incorporate meaningful kindness activities can be a challenge. This session will stress how important it is to prioritize this work. Providing fun, engaging hands-on service opportunities enhances the camp experience and infuses important values into the culture of a camp.	Natalie Silverstein
Writing, Recording, and Making Music at Camp!	Come join this engaging session about the truly powerful impact music and music technology can have on campers and the entire camp community! In this session, we will explore how songwriting, music production, and live performance can reach and inspire campers in ways perhaps yet to be cultivated. We will hear excerpts of original lyrics and music written and recorded by campers and also create and record some music ourselves!  No musical experience required... all of your experience welcomed!	Pete Kalvert
To Play or Not to Play: Games in the Era of Social Distancing	With the restrictions created by state regulations to control the spread of COVID-19, camps that ran were put in a position to re-create how they ran their programs. If you are planning or considering running camp in 2021, this session will help you look at how you can create new activities or adapt favorite ones to be as safe as possible for your staff and your campers.	Shawn Moriarty
Physical and Operational Trends – I Need to Do What?!	To-do lists, guidelines, and well-meaning advice is flooding inboxes, but what are the most practical and necessary physical and operational changes at camp that mitigate risk and bring long-term value that stretch beyond a pandemic? Walk (or swivel your chair!) away from this session with a checklist of items that tie into/or enhance the camp story, and at the same time take into account a predictably unpredictable universe. Join us for a lively, useful, and sympathetic dive into items you can actually cross off your checklist in advance of 2021.	Stefanie Smith David Phillips
Effective Leadership in Training Programs = Great Future Staff!	Staffing is a challenge and there is no doubt that staffing for 2021 brings on new challenges that we will face amid COVID. We need to work now to assure that our counselors in training are ready for future summers! Your best staff is there, in camp, in the making. Camps need to ensure their Leadership Training Program is effective and producing future staff. We need to train them and prepare them for taking the jump to being a valuable staff member. We may just find that we are using these young counselors in training sooner than we think depending on how the staffing picture plays out for 2021. Come to this session ready to evaluate, share, and build your program.	Whitney Ryan

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VOCE 11:45 am - 12:45 pm		Leaders across every industry are grappling with “safe return to work.” Unfortunately, the workforce and the business requires more than the basics of being safe. The most successful leaders are giving themselves the space to rethink the future – not the post-Covid future, the future of the industry and the business. This is a once in a lifetime opportunity to reimagine the future of how children interact, learn, and grow in one of the most important environments in their life – camp. We will challenge leaders to reimagine their “box” (inside the box thinking versus outside the box thinking), rethink how they humanize connections, reincorporate positivity and remember to DREAM. Success – of the camp and the children – is dependent on your thinking – no one has been to camp in 2 years. This is the chance to regroup your leaders and staff and create new habits for success. This is the chance to inject creativity and new thinking into your most treasured traditions. This is the time for YOU – to recharge and lead.	
	VOCE Presents: What's Next. And, Next After Next.		Brad Deuster
Tuesday Roundtables 12:00-12:45 pm EST	Task Management Roundtable: How to Do What You Said You Would Do	Wouldn't it be great if we were judged by our intentions instead of our actions or lack of action? Do you struggle to manage your task list, or wish you even had a task list? This roundtable will give us the opportunity to delve into specific actionable steps that can be implemented immediately to achieve higher productivity and efficiency in all areas of your work. If you have attended a session with Diana before and have follow-up questions, or if you have never attended her task management sessions before, join fellow pros to discuss topics such as how to prioritize your work, how to set others up for success when you delegate, and how to limit surprises of non-accountability in your summer and year-round work.	Diana Bloom
	Collaborating with your Competition during COVID-19: How Camps Can Help One Another	One of your most important resources in the current climate may surprise you - it is your neighboring camps! This may seem counter-intuitive, but in the era of COVID-19, pooling resources, collaborating on talking points to families and staff, and joining forces can only help you succeed. This roundtable discussion will begin by providing a roadmap for camps to use when figuring out protocols and policies with other local camps and continue with a conversation on how to best accomplish common goals. Once agreed upon, these commonalities should make it easier for your camp to market efficiently, staff well, and gain support at the local and state levels of government and regulatory agencies. Coming together as a united front will only help your cause!	Mark Transport Will Pierce
	EPIC Presents: How to Create Work/Life Balance in Your Camp Life	In the unique profession of camping, the concept of "work-life balance" is much different than in any other profession. As emerging professionals within this environment where we often live where we work and work where we live, how do we learn to ask for what it is we need in order to be successful? How do we create the space for those we work for to do the same? In this session, we're going to hear from two different assistant directors and how they've navigated their positions inside of two different camps. How we define success within the world of camping is different. Come learn with us as we talk about workplace appreciation, the ever-evolving "work-life" balance, self-advocacy, and space creation with those we work with and for.	Mary Schafhauser Caroline Glovsky
	Navigating the ACA COVID-19 Field Guide: A Roundtable Discussion	As a result of the COVID-19 pandemic, camps will be required to follow new processes and procedures this upcoming summer. The ACA COVID-19 Field Guide is a fantastic tool, and together we will review the latest recommendations from ACA and the CDC. This Q&A session will be interactive, so please come prepared with lots of questions!	Michael Ambrose Tracey Gaslin

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Cultivating Racial Equity Practices Roundtable	This roundtable is a follow-up to "Performative to Intentional: Cultivating Racial Equity Practices." During our 45 minutes together, in small groups/breakout rooms, you will be invited to engage in realistic scenarios to start the action plan process in hopes of gaining hands-on experience with building confidence to incorporate and advocate for racially equitable spaces at your camps and organizations.	Akienyalay Bruce Eric Beriguete
Intentional Ways to Add Nature Programming to Your Camp	This roundtable will present several methods to bring nature education and connection programs to your summer camp without having to have a whole staff of naturalists on hand. We will be sharing our most impactful and easy to use activities along with the foundational theories behind them as to why nature connection is so important.	Shawn Moriarty Meghan Haslam
Teen Panel: Everything Camp Directors Want to Know about Gen-Z	What better way to learn about Gen-Z than right from the source? In this session, join moderator Adam Baranker with 6 Gen-Zers who are ready to be grilled about what they want from a summer program and/or summer job! Learn more about how they like to engage with your camp's brand, the types of leadership that works for them, and overall what Gen-Z trends you should be adopting at your camp.	Adam Baranker
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 protocols.	Amanda Wahle John-Michael Wahle Chris Rein
Do Instagram and Tik Tok Like a Gen-Z Super Influencer!	Thinking of giving your camp's TikTok login to the nearest Gen Z-er and calling it a day? (It's not a terrible strategy, but we can do better than THAT.)  Berna Anat -- @heyberna all over the Internet -- went from Teen Camp Program director at the YMCA to nationally-featured financial education influencer with over 50,000 followers in a few short years. It probably helps that she was the Teen Community Lead at Instagram, too -- but her heart's always been at camp.  We will walk through creative ways to build community and engage your campers through digital content creation. Looking to be compelling and fun, but not corny or cringe-y? We got you.	Berna Anat
Leadership in a Virtual World: Train, Supervise, and Evaluate	We are all getting a lot better at spending so much time on screen. We have learned how to position our lights; which angle looks best and how to minimize distractions when working from home. However, we are camp people, we love being around others. How do you have a meaningful conversation with someone you supervise through a screen? How do you evaluate a staff member who is running a virtual camp program? During our hour together, we will discuss what it means to be a supervisor in the virtual world. We will discuss your new role in virtual staff training, giving expectations, and also delivering feedback and evaluations.	Cheryl Oliveira

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<b>Block 2</b> <b>2:45-3:45 pm EST</b>	Trauma Informed Camps - How to Help Our Staff Help Our Campers	Given what communities have faced navigating the Coronavirus - this session will focus on how to identify campers who have experienced trauma and how to support them. Special attention will be directed at how to create trauma-informed camps including what skills and techniques staff can utilize to support campers who present with trauma, including how to distinguish between a sad camper and a traumatized one. The importance of self-regulation will be discussed so that camp staff can identify how to address children in need of additional support. The session will also include hands-on activities that help staff understand and identify personal challenges that may play a role in their comfort level when working with traumatized campers.	Corrie Sirota
	Creating a Positive Camp Culture During an Uncertain and Difficult Time	Every camp has a staff culture that is unique to its mission and values. Join us and learn how to shape that culture from the very beginning of the staffing process and how to shape it through the summer.  In today's world, the positive impact of camp is even more important and needed now more than ever. Learn how to create a positive thought process from the top-down, remove the negative influences that seem inevitable, and prevent new negative cultures before they start.	Dave Malter Max Grossman
	What your Families Need from You This Spring in Order to Thrive this Summer	Parents and kids have been longing for camp, and yet many of them may face obstacles, real and imagined, to actually returning. Your communications, your planning, and your programming can all help overcome those challenges, but you can't fix what you haven't thought about yet. Dr. G will outline the physical, mental, and emotional obstacles that may stop families from participating fully in camp, and then outline the ways that you can point out those stumbling blocks by offering solutions.	Deborah Gilboa
	Unpacking Your Staff and Campers' Baggage at Camp	In addition to the items on the packing list that camp provides, campers and staff members bring those extra items. Some of those items are easily, or with some supervision, discovered and dealt with by the appropriate person. There are other items that could remain hidden the whole session or spill out unexpectedly. This session is designed to deal with the latter. Campers and staff members bring expectations that camps should be prepared to tackle. Campers affected by COVID, staff members who participated in protests, anyone struggling with the aftermath of the election will be a part of the baggage. Let's start the conversation now and plan for a great summer where all items have their place.	Doug Sutherland
	Legal issues in Camping: Preparing and Protecting Your Camp and Campers	This session will address many legal aspects of camp management, including camp enrollment agreements and the appropriate clauses to include (and proposed Covid-19 language), a primer on liability for personal injuries, and liability for the actions of camp staff (intentional and negligent conduct). When a personal injury accident occurs, certain steps and investigation might be necessary, recommended and helpful should a lawsuit arise. This session will provide some recommendations and will also help familiarize camps with potential defenses that might eventually be relied upon even before a potential lawsuit commences. As with many things in life, preparation is the key to success - so learn how to prepare now.	Gregg Scharaga
	Activities in a Pinch	It starts to rain... or a staff member is absent or an event or activity ends early... what do you do? Come learn some fun, easy, no-prop games that you can share with your staff and pull out of your back pocket to fill time with engaging activities when you are in a pinch.	Jed Buck Roz Buck
	Advanced Waterfront Practices: Beyond the Lost Camper Drill	Standards for aquatics have increased over the past decade but have your camp practices? Does your aquatics program meet the standards of the aquatics industry? This session will discuss current standards for lifeguards, including in-service standards, EAP practice, and how to implement "DROP Drills" into the camp setting. An Aquatics Gap Assessment will be provided as a tool for camps to gauge their own programs as well.	Meredith Stewart

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10+ Ways Colonialism, Racism, and Anti-Blackness May Show Up at Camp	In this session, participants will explore the various ways racism, colonialism, and anti-blackness are ever-present in the language, practices, and systems at camp. In recognizing the ways these oppressive systems and traditions manifest in your camp community, camp leaders can take the first step to challenge these norms and traditions and creating a new culture that is inclusive, anti-oppressive, and a safe space for all identities.	Simone Gamble
Women in Camp Showcase: #RadLadyCampPros Who Are Changing the Industry	Join the Camp Code podcast co-hosts as they moderate a panel with some of the phenomenal women across the summer camp industry. This session shares perspectives about what it means to be a woman in a leadership role and how much work we still have to do to make the camp industry a truly equitable industry (and who is doing that work!). If you are up for some real talk about how summer camp simultaneously raises extraordinary lady leaders AND reinforces old gender stereotypes, this workshop is for you.	Stephanie "Ruby" Compton Beth Allison Gabrielle Rail
The State of J-1 Visas	Explore the current status of J-1 visa camp categories with the regulatory experts. Discuss the challenges for camps in hosting J-1 international exchange visitors in light of current world COVID challenges.	The Department of State
The Impact of COVID-19 on Camp Health Services	This session will outline changes to camp health services made during the summer of 2020. These changes addressed the many nonpharmacologic interventions used to promote health and wellness during camp.	Tracey Gaslin

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Building Resilience in Transgender and Gender Non-Conforming Campers	Before we get to the cabin assignments, the bathroom, managing disclosure, creating inclusive forms, and even pronouns, we need to investigate the urgent nature of creating safe(r) spaces for transgender youth. In this session, we will do an overview of terms (and not get stuck there!), and then turn our attention to common barriers that transgender youth and adults face in their day to day routines and at camp- with data-driven information. Begin making your camp a safer place immediately by identifying microaggressions in your traditions, and resources that you can use to speak with your board, parents, and stakeholders about creating inclusive policies that will make kids of all genders feel more comfortable in your camp's environment.	Chris Rehs-Dupin
Race Language for Predominately White Organizations	This workshop seeks to teach people how to teach others about racial competency using direct instruction. Participants will be primed with scholarship about relevant history as well as greater mindfulness about the impact that personal defensiveness has on these discussions. The workshop will lay out a series of steps to build awareness and break down resistance to these discussions. Utilizing best practices in a structured manner interrupts the false and counterproductive dichotomy of "good non-racist people" and "bad racist people" and, instead, creates a spectrum of good people becoming better people who grow from their racist mistakes.	Christine Moloney
Strong Board vs. Weak Board (It's Your Choice!)	A weak Board is damaging and a strong one challenging – where is the balance? Strong Boards inspire, challenge, delight, and at times, frustrate. A weak Board is easier to manage or ignore but can (read: will) come back and bite! This session identifies the warning signs of a weak/wavering board, the pain gap, and how to avoid "Board quicksand" (including the challenges of COVID on a Board). We will explore the benefits of dynamic Boards juxtaposed against professional success and impact. Recognizing the risk/reward ratio of governance is central to a pro and volunteer's successful tenure. We will identify a schema to transition from weak to strong that will come naturally. Be prepared to consider your approach and have fun.	David Phillips
Raising the Bar: Creating, Assessing, and Building Camp Program Quality	What is program quality and why does it matter? Building high-quality programs is a pathway to promoting youth and staff engagement and reaching program goals. Let's explore this while also gaining knowledge and strategies about the features of programming that maximize positive youth development and how and why to use program quality assessment tools and a continuous program quality improvement cycle at your camp/program.	Georgia Hall
Stronger Together: Team Building Activities for your Camp Staff	We all want a summer camp team that is on the same page, however, that's not always the case. If you have a new team or a mix of new and returning staff members, this interactive session will provide you with team-building activities that will strengthen your team's communication, commitment, and work ethic. We want them to come to work ready to make everyday count for the campers, families, and themselves.	Gerald Bolden
How to Build a Great Inclusion Program	Day Camps@The J has a successful and meaningful inclusion program for campers with special needs. We have gone to great lengths to ensure all campers have a positive experience. Join us to hear our strategies on how we made our camp inclusive. We will cover the challenges and successes in running a quality program for children of varying abilities. We will address admin staff needs, the admission process, summer staffing and training, partnering with parents, and program development. We will also go in-depth on specific resources and technics that we employ to make camp a success. Finally, we will share tips on how to create an environment of inclusion at the leadership and key shareholder level.	Jason Samuel Hannah Goldstone Liza Fahey



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<b>Block 3</b> <b>10:30-11:30 am EST</b>	Connection Before Content - Best Practices in Virtual Programming	Virtual Facilitator Dr. Jim Cain shares his favorite ways to create connection before content in virtual programming. Based on the content of Jim's latest book, published by ACA, Jim shares the trials and tribulations of the transition from facilitation in-person live events in the real world to facilitating in a virtual one, based on the cumulative experience of 29 teachers, trainers, and facilitators as they move from real-world to virtual-world presentations.	Jim Cain
	EPIC Presents: How to Be Leader and a Friend - 5 Tools to Strike the Perfect Balance	Managing employees your age or older can be hard, managing friends can be even harder. Join Jordan and Max as they introduce 5 tools that helped them navigate their leadership roles as they learned to manage employees who were once their peers and friends.  Having both stepped into leadership roles at a young age, Jordan and Max will share effective strategies they developed to become efficient leaders while continuing to maintain strong relationships with their staff.	Jordan Chaney Max Grossman
	Camp and the Insurance Market: How COVID-19 Impacts Your Liability	Protecting campers and staff from illness is central to delivering on the mission of camp. It is also central to protecting camps themselves. From civil suits to reputational risk, there are many ways that COVID-19 can impact the sustainability and smooth operation of camp. This session will discuss if/how organizations are being held responsible for COVID-19, how insurance coverage can and should apply to COVID-19, as well as how the pandemic is impacting the insurance market as a whole.	Kevin Trapani Katie Johnson
	A Look at Virtual Staff Training: It's Better Than We Might Think	Hands down, in-person training is the preferred method of uniting a staff team and preparing them for the camp season ahead. Until 2020 changed everything. The effectiveness of staff training does not have to suffer by going virtual. As with anything, the benefits outweigh any negatives if fully utilized. This session will offer innovative ways to make the most of pre-camp training should it be in part or all online. Explore options to build community and elevate learning in your virtual space!	Kim Aycock
	MACSimize your Staff's Performance this Summer	"What can I do to support you?" A simple, yet powerful question. So easy to forget to ask, especially when things are going well. What support could your staff need when everything is fine? MACSimize your staff's performance is a four-step method for creating a more positive and loving environment that will allow them to feel supported, motivated, and appreciated. With the hopes that your staff will treat the campers in the same loving way.	Mac Wallace
	Gathering Again - Adventure Activities for Virtual Experiences	Adventure learning can accelerate connections made within a group, and is a fun and often novel environment for many people. The tools we have used at High 5 to support individuals and groups in connecting are core to our identity, as they are for many facilitators. Convening activities, reflection conversation, group initiatives, and other facilitated endeavors will need to look different in the immediate future in response to the need for virtual experiences and physical distancing. This workshop will guide participants through virtual activities as well as discuss the ways they can be adapted to work with in-person physical distancing.	Phil Brown
	Child Safety Best Practices: Creating, Maintaining and Developing Boundaries	Establishing boundary guidelines at camps can be challenging. In an era of increasing scrutiny on these issues, how can camps discuss vulnerabilities, allegations of abuse, and protecting both campers and staff while promoting a sense of camp community? This session will walk participants through common camp scenarios, exploring how physical and emotional boundary guidelines can be introduced into the camp environment in a way that empowers staff to cultivate bonds while keeping everyone safe.	Rachel Bayar

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	The Epidemic Within the Pandemic: Loneliness Explored	This brand new workshop will reflect on how the year that was has impacted the loneliness epidemic, and how camps have a crucial role to play in reframing the minds of our camp community as we all readjust to the connections and relationships at camp. Join Scott and Max as they share facts, tips, and strategies that can help your camp create a supportive and inclusive camp environment that strengthens and promotes lifelong connections.	Scott Arizala Max Claman
	6 Ways to Be A Better Boss	Whether it is your first summer in a supervisor role or you are an established pro who feels like you aren't getting the best from your team, this session shares 6 proven techniques for becoming the best boss your staff has ever had. During this session, plan to interact with other participants as you role play and practice your new boss skills. Most bosses discover these tactics after years of leading and making mistakes. While this session can't prevent your future goof-ups-as-a-boss, it will help you feel empowered to make decisions, support your staff, and walk alongside your staffers through the toughest parts of your jobs.	Stephanie "Ruby" Compton
Wednesday Roundtables 12:00-12:45 pm EST	EPIC Presents: Using Data Collection to Enhance Your Program	Of course, your campers love tennis. But are there other programs your campers honestly want more of?  This session will look into data collection and how you can use it to not only recognize your fastest-growing and most popular programs but also how to use the data once you have it. This includes budgeting, managing coaches, managing your future program, and helping your campers get the most out of their summer program.	Alyssa Mehl
	Serving Campers with Special Needs Before, During, and After COVID-19	The need for summer camps that serve people with disabilities is one that is not going to go away. Our challenge comes when we look at where we've been, what we're doing now, and where we need to take it in the future. How do we attract the staff we need? How do we develop a program that keeps our people safe? How do we keep our community connected in an isolated world? Together we will dive into these questions, hearing from a program in Maine that pivoted and innovated in a challenging time.	Dawn Willard-Robinson Mary Schafhauser
	Take It from Us - Building Upon 2020 Successes	Two day camp directors from Connecticut (the first state in the Northeast to allow camps to operate) will share their key takeaways from summer 2020, and how they plan to build on these successes for 2021 and beyond. This session will cover a wide spectrum of topics from strategic camp planning, operations, programming, marketing, family communication, staffing, and training. 2020 COVID protocols and procedures will lead to long term changes in how camps are run, what families are looking for, and what is best for campers.	Jason Samuel Steve Bloom
	We Bought a Camp - You Can Too	Many of us bitten by the camp bug work hard for many summer seasons, hoping to get that full-time year-round gig. And then what? My dream was to own my own camp and honestly, I never thought it would happen. This session is about my journey this past year to make that dream a reality and to share tips, tricks, and advice that I picked up along the way. If you feel like owning a camp is a pipe-dream or you don't even know where to start, come listen to my story. The hope is that you can hear my successes, mistakes and what I learned along the way and take away new knowledge to help you get closer to your goal of owning and operating your own camp in the future.	Lisa Thatcher
	Government Affairs Update	Join this session to learn up-to-date information about national policy issues that relate to our summer camp industry at the time of the session and current advocacy efforts. Members of the ACA, Government Affairs Committee will share updates and resources for camps and field questions from attendees.	Steve Sudduth

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Session Title	Description	Speaker(s)
How to Incorporate Drowning Detection Technology into All Waterfront Operations	Affordable and reliable technology is finally available to add an extra layer of protection to your aquatics facilities. Learn about the various approaches companies are taking and how they fit into your pool and lakefront operations.	Mark Caron
How Do Challenging Times Teach Us about the Power of Camp?	The process of planning for and operating in-person and virtual programming during the pandemic led to a time of reflection. What did camp mean and what role could we play in the lives of our campers and families during this time? The session will focus on a discussion of your camp's mission, how trauma can affect your camp community, and what we learned about the power of camp over the past year.	Mia Klinger
Everything Gen-Z Has Taught me About Motivating Gen-Z	In this session, you will learn the skills necessary to work with Gen-Z, which have been curated by the very source: today's teens themselves. The best way to work with them (stick with me here) is to let them lead the way. Relinquishing control and sharing it with your Gen-Z staff might seem scary, but the key is to meet them where they are. This generation knows what they want and they crave authenticity. This session will give you the tools to embrace those qualities and use them to your advantage. You will walk away with Gen-Z friendly staff orientation sessions, talking points for conversation, and the best way to mentor teens during both the summer and the off-season.	Adam Baranker
Group Projects Can Still Thrive at Camp!	Through this session, you will learn how to safely connect your campers through a collaborative hands-on art project while still maintaining physical distancing. We will discuss how ASAP! organized and facilitated a mural that involved a wide age range of campers (4-17). The session will provide specific prompts for inspiring campers' creativity and how to encourage them to respond to their peers in ways that benefit the project and group as a whole.	Ali Psomas
Bake Diversity, Equity, and Inclusion into Every Element of Your Camp Program	Previously, at the Tri-State CAMP Conference, there was an undisclosed but very real diversity, equity, and inclusion session (DEI) track. While at its inception there was a specific need for this topic to exist as its own respective track, as times have progressed so should the schema of the conference. Our session would expand upon the DEI session track example and use it as an allegory to explain how DEI can be baked into ALL elements of camp. The purpose of the session to encourage camping professionals by demonstrating that DEI does not need to be a separate item on its own rather the underlying principle that can strengthen the camp.	Briana Mitchell Makela Elvy
R.A.M.P. It Up: Curriculum Planning for Relevant and Meaningful Programs	Part of the magic of camp is the wonderful activities that campers can be a part of. Often times, there are amazing activities that can be unplanned and spur of the moment. The rest of the time, however, activities need to be planned and intentional. Specialists need time to plan, organize, and create a curriculum that is age-specific and has tangible outcomes. In this interactive session, come learn how to engage specialists in creating a curriculum for their activity area. We will explore how to train specialists to design a program that meets individual camper and group needs and that ramps up throughout the summer.	Gregg Licht
" Yes, and": Creating a Positive Growth Mindset	During these uncertain times, we must improvise to make things work. Come join me in an empowering session that teaches participants practical ways to develop a growth mindset using strategies derived from the performing arts.	Happi Price

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Session Title		Description	Speaker(s)
<b>Block 4</b> <b>1:15-2:15 pm EST</b>	Securing Camper Retention in Real Time	The key to enrollment growth begins with an intentional plan to retain the campers who have already enrolled. Join Jay Frankel for an eye-opening and innovative look at securing camper retention in real-time, rather than in October, when it's possibly too late. With carefully designed aspirational arcs to strategies to monitor program quality and camper care, this session will provide tangible solutions to providing the multi-year experience camp is meant to be.	Jay Frankel
	2020 In-Person Camp Parents and Camp Operators Tell All	In the pandemic, these parents sent their kids to resident/day camps throughout the country and were eager to share their opinions in focus groups about recruitment, product delivery, and communication. Their insights combined with survey data from a geographically diverse group of 128 directors will provide you with examples of what worked, what didn't, and what can be done better to inform your decisions and protocols as you plan for the summer of 2021.	Joanna Warren Smith
	Indoor Socially Distanced Games For Rainy Days	Come play a series of games that are totally appropriate for group rainy day programming. We will actually play as many games as time allows.	Joel Shapiro
	Navigating Purchasing during the COVID-19 Pandemic	COVID-19 has forced many changes in the world of purchasing, especially in food and food-related products. We will discuss what the current issues and trends are including product availability, vendor inventory, and more.  This will be an open discussion for all camps to hear what is going on with both distributors and manufacturers.	Josh Cohen
	Producing Live Virtual Events that Raise Money and Celebrate Your Mission	Live events are not dead - that is because effective virtual events are live events with authentic engagement. This workshop is for you if you are wondering: How do I design a virtual event that maximizes fundraising and donor interaction? How can I keep the mission front and center? Which elements are unique to a virtual event, and which of my tried and true strategies remain the same? How do I determine the right combination of technologies? Where do I even start?  All workshop participants will receive blank blueprint virtual event planning templates, lists of technology resources, and other ideas for producing a smashingly successful, enjoyable, and profitable fundraising event.	Katherine DeFoyd Liliana Marques
	Becoming a Sustainable Camp	"Going green" and "being sustainable" can be vague and intimidating terms. We all know we need to do more to live sustainably, but how? One of the best places is through your camp. Join us to learn how the nonprofit organization Green Camps, Usdan Summer Camp for the Arts, and a newly launched ACA National sustainability listserv can help you define or refine your goals and efforts for becoming a fully sustainable camp. We will share strategies and resources, plus field questions and comments.  The session is for all camps, regardless of where you are in your journey towards sustainability. By joining together as a camp community, we can reduce the environmental impact on thousands of acres and develop the next generation of eco-leaders.	Lauren Brandt Schloss Danny Sudman

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Session Title	Description	Speaker(s)
IN CHANGING TIMES: More Great Techniques to Train, Develop, and Motivate the Camp Leadership Team	No matter what this year brings to us, we know one thing is constant: our camp leadership team is the engine that most drives our success, and the more we invest in the training, motivating, and professional development of these key people, the more likely we will vanquish challenges, adapt brilliantly, and always keep our mission as our point of focus. Every year we need new, creative, and effective ways to support the leadership team, and this year this will be even truer. On our to-do list, every year must be fresh and effective curriculum components to use to develop the team. Get them now! Michael has designed another session packed with his trademark approach of use-it-immediately, practical, time-efficient activities that you can use right away to prepare your team for creative collaboration, handling changing responsibilities with flexibility and innovation, mentoring and leading staff, and more.	Michael Brandwein
Creating Consensual Spaces at Camp	In 2020, we are not only in the midst of the "MeToo" movement, but we are also facing the challenges of a global pandemic. Whether you are able to meet in person or are utilizing other virtual options, committing to creating consensual spaces is still a priority. Proxemics or the relationship of one's identity, surroundings, and social norms of the community, can be a helpful way to create systems that support consensual practices (e.g. "Yes, No, Maybe" charts). Anthropologist, Edward T. Hall designates 4 zones of interpersonal space; (1) Intimate; (2) Personal; (3) Social; (4) Public. In this session, we will explore each zone to establish concrete ways we can instill consensual practices in our camp spaces virtually or otherwise.	Michelle Rufrano
Top Ten Ways to Take Care of Your Staff So They Make it Through Summer 2021	Before COVID-19 swept through the world, we were already employing and training a generation that was facing school shootings, education costs, and climate change. Now, with a year of quarantining, distancing, and canceling on top of that, we must, as directors, understand that our staff is not okay. Yes, they are resilient. Yes, they will do extraordinary work this summer. However, their baseline capacity and resiliency have been under siege for the last year during the pandemic. Join this session to learn the top ten things you can do right now to rebuild their confidence, character, and courage as they seek to come to camp in 2021.	Stephanie "Ruby" Compton Beth Allison
Training for Inclusion 2021 Edition - How to Train Staff to Support 2SLGBTQ+ Campers and Families	Amanda and Davin will share three new proven training sessions they have used to teach camp staff on how to build diverse and inclusive communities. For both front-line and management staff, these sessions are ready to use and easily incorporated into your existing training program. You will learn how to talk to staff about diversity and inclusion, and equip them with concrete tools and language they can use to support 2SLGBTQ+ campers. These training sessions are designed to foster staff contribution, so your whole staff team can work together to build an intentionally inclusive camp community.	Amanda Grassick Davin Allan
Tools and Processes for Innovating at Camp	Camp is a place full of traditions, and we also need to think outside of our boxes--getting unstuck in solving challenges and staying ahead of the curve. Join this session to learn tools & approaches that will energize your innovation process. These include how to effectively conduct interviews to learn what campers, families, staff, and other stakeholders actually want, how to create an agile project plan, and how to map out the participant journey. You will have the opportunity to practice using the tools and leave ready to bring them back to your camp to innovate for Summer 2021 and beyond!	Daniel Shore Kim Aycock

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Session Title	Description	Speaker(s)
The One Minute Micro-Mentor: Re-Thinking Mentorship at Your Organization	As Youth Development Professionals, there is no doubt that the responsibilities we tackle every day are incredibly complex and can seem overwhelming. This makes time our most valuable commodity, especially as we enter the staff training season. We then lean on our leadership or supervisory teams to make sure their staff is properly trained and ready for the job. This session will introduce a new concept focused on how we can encourage and train our supervisors (and ourselves) to become micro-mentors to their staff to build trust and encourage a supportive and reciprocal relationship.	Dave Malter Max Grossman
3 Ways to Rebuild Staff Resilience Post-Pandemic	No matter what your staff has been through in the past year and more, they want to bring the best version of themselves to camp this summer. For many, this represents the first trauma they have navigated, and they need your help to process and contextualize their experiences so that they're ready to step up for campers this year. Dr. G will address the language and the tools you can teach - in communications before they arrive and in staff training once they're with you - to strengthen individuals and teams. They can use what they've learned to be even better at their work with kids if they take the time to realize what they've learned and can connect it to your mission.	Deborah Gilboa
Beyond Bunk Meeting: Restorative Circles for Conflict Resolution	Simply considering conflict to be a discipline or behavior issue doesn't do justice to the importance that the individuals involved place on what has happened. That means shaking hands and apologizing may create a cease-fire, but it's not going to provide the kind of solution that creates a lasting likelihood for improved interactions. Yet, that is still how many of us teach our staff to help resolve conflict. Using the concepts of restorative resolution, however, it's actually possible to help campers heal hurts and move forward positively. Join Emily to look at fixing the fighting from a different perspective: one that asks staff and campers to circle up, find common ground, and collaboratively agree on a way out of conflict.	Emily Golinsky
PLAYING WITH FIRE: Conflict, Communication, and Your TRUE LEADERSHIP COLORS!	What is YOUR leadership style? How can your style work in conjunction with different leadership styles - on a VIRTUAL setting? Skilled camping professionals can utilize a tool like True Colors to not only forecast the different approaches used in the workplace but also bridge the divide that often exists between coworkers and campers utilizing their own leadership styles and strategies. Join us for this highly interactive, FUN, and enlightening training that you can put to IMMEDIATE application in your VIRTUAL settings and beyond!	Eric Rowles
The Power of Yet: Incorporating a Growth Mindset into Staff Training and Camp Programming	One of the most impactful gifts we can give our staff and campers is to help them develop a growth mindset. Growth mindset is the belief that our "most basic abilities can be developed through dedication and hard work-brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment" (Carol Dweck). Come learn how meaningful it can be for campers and staff to realize the power of persistence and perseverance. We will explore and discuss how to interweave the growth mindset thinking into staff orientation and camp programming. We will also look at how the language adults use with children can transform children into more resilient and confident people!	Gregg Licht

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	Session Title	Description	Speaker(s)
<b>Block 5</b> <b>2:45-3:45 pm ES</b>	Please Sign Here: Best Practices for Our Key Contracts with Families and Staff	<p>Many camps have used the pandemic as an opportunity to re-evaluate their enrollment agreements, employee offer letters, waivers, assumptions of risk, and various other contracts. While these agreements tend to feel theoretical when everything is going smoothly, they become much more real in challenging times.</p> <p>Drawing on the speaker's extensive experience drafting enrollment agreements, employment offer letters, waivers, and other contracts for camps, this session will explore various best practices for the many agreements camps use to define their relationships with parents and staff.</p>	Isaac Mamaysky
	Identifying Anxiety at Camp	<p>Mental health needs and anxiety issues in children and staff are issues that all camps need to be equipped to handle. Camps need to have staff who can identify and properly react to children who are dealing with big emotions. They need to know how to respond to de-escalate situations vs. escalate. They also need to know how to help these children have the best possible experience at camp. This training will explain what anxiety can look like in different people. You will learn strategies to support a child who is anxious, worried, or homesick. You will have the skills to teach your staff how to identify anxiety and support the child through it.</p>	Jill Vetstein
	Extraordinary Facilitation	<p>Based on the content of Jim's latest book, "Extraordinary Facilitation - Insights from Half a Century of Working and Playing in Groups", published by ACA, Jim shares the very best of what it takes to become a skilled facilitator.</p>	Jim Cain
	Peer to Peer Abuse: A Silent Problem that is Getting Worse	<p>In the past 5 years, we have seen a significant increase in both the frequency (how often) and severity (financial and emotional damages) of abuse between campers – especially sexual abuse. Bullying, hazing, or sexual abuse will no longer be tolerated by parents or by society. Abuse prevention practices must include strategies to prevent camper-to-camper abuse. Using real-world case studies, we will encourage participants to review practices and strengthen protocols at your camp.</p>	Katie Johnson Meredith Stewart
	Seasonal Recruiting Tips for 2021	<p>The recruiting landscape is always changing, whether due to economic factors like rising or falling unemployment, or exogenous shocks from catastrophic events like a pandemic. For organizations to remain effective at recruiting quality talent year after year, they have to adapt their approach every season. The CoolWorks team has decades of combined experience in recruiting and hiring seasonal staff, from our own prior careers in recruiting and HR, our current positions working directly with hundreds of seasonal employers across the nation every year, and our role in hosting the annual Seasonal Human Resource Association Conference. We'd be thrilled to share our insights and strategies for 2021 with the Northeast CAMP Conference!</p>	Kelcy Fowler Matt Moore
	Using Stories and Gamification to Improve the Camper Experience	<p>Stories provide context for lessons, motivate campers to learn more about the subjects being explored, and also create ownership over the outcome due to a sense of belonging to something larger than themselves. Gamification (giving a lesson with game elements) helps focus campers &amp; students by providing a strong sense of tangible progress as well as a level of autonomy in how they navigate the lesson.</p> <p>Learn how to use interactive and gamified stories to captivate your campers while creating a memorable educational adventure that will be talked about for years to come. We will look at story-based educational adventures for teaching kids about STEM and how you can integrate these ideas into your own camp.</p>	Meghan Gardner

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Session Title	Description	Speaker(s)
Why are All of the BIPOC and LGBTQIA+ Campers Sitting Together?	Increase your awareness of ethnic identity and development in children of color and explore how environments directly affect their overall health. We will discuss the correlation between identity development, achievement, and well-being. We will examine how we can support and be allies to children who feel “othered” in a time where outcasting is more accepted than ever in certain populations. We will also learn how the last 25 years of our country’s history have shaped children’s social identity and our own hidden biases, and how identifying those helps us connect to others. How do we ensure a safe space for all campers? How do we support staff who may feel awkward or ill-equipped to address uncomfortable but damaging interactions?	Nikki Turpin
A Psychologist's Guide to Navigating the Internal Pandemic	While much attention has been given to the external COVID-19 pandemic, there is an internal pandemic that is equally pressing and consequential. This internal pandemic is called "experiential avoidance," and it determines the quality of your life, your ability to cope with stress, and your capacity to interact with others effectively. This experiential workshop will teach you how to relate to your thoughts, emotions, and environment with flexibility and compassion so that you can approach the upcoming camp season with a set of scientifically-validated skills for tackling both internal and external challenges. Be prepared for interactive exercises that will help you employ the principles of psychological well-being in your day-to-day life.	Steve Mazza



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Session Title	Description	Speaker(s)
Legal Pandemic - COVID-19 Legal Issues for 2021	The 2020 pandemic caught us all by surprise. This session will address anticipated COVID-related legal issues that may arise in 2021 in two main categories: employees and campers and enrollment. Attorneys with vast experience in the camp industry will discuss ways to both prepare and respond and will be ready to answer questions that you may have.	Alan Cooper Rachel Fendell Satinsky
Breaking the Ice!	We've all faced those moments: how to start our staff training or the first full camp activity or (gasp) a new Board member social! Icebreakers are the most effective tool to begin to engage the interest and encourage the participation of campers/staff. Great ice breakers are the foundation for all team building. Virtual ice breakers may seem daunting, but all activities can be virtual with a lot of creativity and thinking outside the icebox. This lively, interactive session will explore a dozen ice breakers for groups of all sizes. Meaningful camp experiences start from the moment we first interact, so make them fun, engaging, and memorable. Let's break some ice!	Alexis Dascoulias
Moving Your Cooking Programs Outside	We'll cover ways to have cooking programs outside... including ways to do recipes that each child can make their own item in the world of COVID-19. We will cover ways to make this easy clean-up, no sharing of utensils, and fun things to make. The session will also include some outdoor cooking skills like cardboard box ovens, foil cooking, using a tin can stove, and ziplock bags.	Cricket Snearing
It May Be Time To Consider Purchasing Your Own Private Camp	10 years ago, I led a session at Tri-State titled, "So you want to own your own camp". It offered little encouragement to prospective camp buyers. Too many deep-pocketed buyers and too few eager sellers were cited as the primary impediments. COVID-19 has changed the landscape, placing unprecedented financial strain on private camps. Buyers are less eager to buy, and owners are more willing to consider their options. This confluence may present a once in a generation opportunity for those looking to purchase a private camp. The session will explore the changing landscape as it relates to purchasing a private camp and will suggest possible approaches to finding and completing a camp purchase.	Daniel Zenkel
Building Resilience and Fostering Mental Health: A Simple Brain Model	Even before COVID, we were seeing an increase in mental health issues among campers and staff. Now, it is more important than ever to understand how to address these needs. In this interactive session, participants will learn a simple, engaging model to help them to understand the brain science of building resilience and fostering mental health. This is a must-attend presentation for anyone who wants to help their entire community thrive.	Donna Volpitta
Parent Communication: Balancing Empathy and Efficiency	This workshop will focus on how to train staff to better initiate and respond to caregivers. We'll discuss how to help staff assess caregiver needs and some key communication tips to maximize clarity and perspective-taking all around. Emphasis will be on practical strategies to identify strengths and needs in your program's caregiver/parent communication with recommendations for how to structure training and on-going feedback to build positive and productive working relationships with your caregiver community.	Elise Wulff
Diversity, Equity, and Inclusion: Empowering Young People, Inspiring Change	What is Diversity without Equity and Inclusion? Today's teens are growing up in a culture where Diversity, Equity, and Inclusion are critical aspects in creating a better world. With the obvious racial climate in our country, young people are at the forefront of the movement to bring awareness and condemn racism, intolerance, and injustice.  This educational workshop will focus on Diversity, Equity, and Inclusion especially targeting those interested in condemning racism and intolerance, to bring about social change. We will discover Transformational strategies to empower people to be more empathetic, self-aware, and motivated to act despite systemic policies and practices that create obstacles to Diversity, Equity, and Inclusion?	Gemini Murray

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Session Title		Description	Speaker(s)
Block 6 10:30-11:30am EST	Raising the Bar on a Shoestring Budget	There are a lot of ways for camps to raise the quality bar without needing large funds. Join us to learn how small investments can go a long way to increasing the quality of your camp's experience. Areas to be covered are program development and in correlation program area development, overall facilities or grounds upgrades, and improvement of systems to enhance parent experience. You will also learn how to evaluate your ability to make DIY improvements and other affordable vendor options. We will also address budgeting strategies and value propositions to key stakeholders. This session will apply to all types of camps: urban and rural, indoor and outdoor campus, day and resident, and nonprofit and private camps.	Jason Samuel
	Inclusive Recreation: A Pathway Toward Friendship Between Children With & Without Disabilities	Even before the onset of the recent pandemic, isolation, and loneliness are experienced by persons with disabilities at a considerably higher rate than their non-disabled peers. Now more than ever, it is crucial that we work to create opportunities for social connectedness and belonging.  Inclusive recreation or camp programs provide an ideal setting for this to happen, but we recognized that it may not be a skill set that recreation/camp staff come to the table with inherently.  When we focus on a person's gifts and values that they can share with their community we have taken the first step in facilitating a friendship to be fostered based on a mutual interest that two people might share. Join us to create a pathway to friendship FOR ALL.	Lisa Drennan
	EPIC Presents: Experienced Camp Directors and Their Journey in Camping	We all started somewhere in our careers in camping. Some of us caught the camp bug early as campers who then just never left. Others discovered the profession by luck or happenstance. No matter how we got here, chances are we're here to stay. In this panel series, we're going to hear from 4 current Maine camp directors about how they got to where they are now, work/life balance, things they wish they would have known, advice for professionals breaking into the field now, and where they see the industry going in the world we're living in now.	Mary Schafhauser Terri Mulks Dawn Willard-Robinson Alex Jackson
	PERSUASIVE CAMP COMMUNICATION SKILLS to Handle Conflict, Differences and Disagreement, Facilitate Change and Open Communication, and Promote Problem-Solving	We've asked Michael to draw from his speech and behavioral change studies to construct a unique session that's a "fast course" of practical and powerful communication tools and techniques to handle differences with expert skill, have more open team discussion, and model and build respectful and positive relationships even in conflict situations. You'll use these every week--and you can teach these to others on your team, too! We've probably all noticed a marked decline in calm, reasoned discussion about differences and diverse ideas, and this has affected everyone, including colleagues, staff, parents, boards, executives, alumni, and our campers. The most challenging - and perhaps most important - communication skills are those we use when facing disagreement. It's harder to constructively solve problems when some people believe the way to persuade others is to just be louder and dig in deeper, insisting they are right, and others are just wrong. Plus, pandemic conditions require frequent flexibility in policies and positions as we adapt to changing circumstances and do our best to provide excellent customer service. So we can continue to expect hard conversations ahead. Good news: This session will give you outstanding ways to expertly and persuasively handle a disagreement with greater confidence, calmness, and success.	Michael Brandwein

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Session Title		Description	Speaker(s)
	A Roadmap for Abuse Prevention: Myths and Facts, Grooming, Red Flags, and Abuse	Even the most prudent camps can find themselves facing an allegation or incident of child abuse. This session will educate participants about the myths and facts of child abuse, including physical abuse and sexual abuse, the red flags associated with abuse, and disclosures. In addition, this session will provide an in-depth understanding of grooming behaviors both in handling adult-to-camper as well as camper-on-camper abuse. Participants will learn how to approach these complicated and scary issues during staff training from a place of empowering your staff and cultivating a healthy and safe environment.	Rachel Bayar
	Fundraising in a Time of Volatility and Uncertainty	Bob Demont, will lead a discussion with not-for-profit and privately owned camp professionals and volunteers in this time of volatility, uncertainty, complexity, and ambiguity. His perspective includes five decades of not-for-profit camp involvement, leadership, and campaign management including four current New England camps seeking to raise \$2M to \$20M in preservation funding and comprehensive campaigns.	Robert Demont
	Using Expressive Arts as a Bridge to Learn about Social Issues	Expressive art projects can be the bridge you need to help campers develop an informed opinion about a social topic they care about. Eliminate the belief that social topics will divide their campers and become a dead end. Age-appropriate topics and methods provide the roadmaps to aid campers in learning how to express themselves about matters that are important to them. This session will help you to navigate the social justice field and provide a non-bias approach to teaching social issues as well as give you ideas for expressive art projects such as upcycling fabric, quilting and photography.	Sandi Graham Jennifer Deichert Hannah Fogle
	Community Building through Connections with Nature	By working with nature, you can help your small camp groups craft more connected communities. By incorporating several core routines into your camp programming, you can provide campers and staff the opportunity to craft dynamic communities without having to be a naturalist. These skills and activities we will explore in this workshop can be guided by any staff from Junior Counselors through Directors.	Shawn Moriarty
VOCE 11:45 am - 12:45 pm	VOCE Presents: Perspectives on the 2021 Economy	This talk will discuss the unprecedentedly volatile year of 2020 and try to provide some context for how the new year of 2021 may develop for the markets and economy. Beyond the obvious impact of COVID-19, the year saw a dramatic acceleration of previous trends towards concentration of capital, the growth of mega-tech stocks, and an extremely challenging environment for small businesses and many consumers.	Christopher Meeske
EPIC 1:00 pm - 2:00 pm	The Elephant in the Room- Topics Camp Professionals are Apprehensive to Talk About	We as camp professionals sometimes have a hard time facing and wrapping our heads around issues that our campers, families, and staff might be going through. We need to find ways to understand how to listen and address difficult situations that may come up at camp. In this workshop, we will talk about sensitive topics such as mental illness, cutting, bullying, drugs, and violence. You will have a chance to hear stories, ask questions, and brainstorm ways to educate your staff.	Elyse Miller
	Operations Hot Topics Roundtable	Join this group as we discuss the operational challenges we are all facing as we move into Summer 2021! Bring your questions and ideas.	John Spelman
	EPIC Presents: A Discussion with Emerging Professionals Just Like You!	This session, using facilitated large and small group discussion, will cover topics specific to the emerging professional in camping and cover hot topics for the here and now. We will also share tips on how to take what you're learning at the conference and put it to use immediately. Come share, learn, and network with people just like you! (EPIC = Emerging Professionals In Camping)	Nick Wood Emma O'Loughlin

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Session Title		Description	Speaker(s)
<b>Thursday Roundtable</b> <b>12:00-12:45 pm EST</b>	4-H Roundtable	Join other 4-H camp staff professionals to network and brainstorm with others in similar positions. Sharing lessons learned in 2020, were they able to hold camp, what modifications did they implement, and looking forward to camp 2021. Learn what others are doing within their state camp programs and share programming ideas and resources. Come hear more and participate!	Amy Murphy Kelly Weisner Marie Wixner
	Intro to 2SLGBTQ+ Diversity, Equity, and Inclusion	<p>You have committed to working towards 2SLGBTQ+ inclusive camp and program, but you have no idea where to start. What's this whole 2SLGBTQ+ thing mean? How is gender different than sex assigned at birth? What the heck is sex assigned at birth? How do you support campers and staff who seem to know more about this stuff than you do?</p> <p>Join Amanda and Davin as they provide a solid foundation in all things 2SLGBTQ+ and camp. We will cover definitions and terminology, discuss the importance of pronouns, and how 2SLGBTQ+ campers, staff, and families can be better welcomed into your camp community. This is an introductory session, where no question is a silly question!</p>	Amanda Grassick Davin Allan
	What Were Your COVID Keepers this Past Summer?	The Summer of 2020 pushed all camp professionals to rethink the basics of what we have provided for many years. We had to think differently, we had to think about what would keep our participants engaged and loving everything that brings them to love camp. We had to think about safety in ways that we never had thought of before. Well, I am sure we all have a list of items that we never want to have to do again after the Coronavirus Pandemic is over, I am also sure that you all have things that you redesigned this summer that you really loved. Come together and share what those "COVID Keepers" are that you will continue to use well into the future. Share and learn from your peers!	Todd Brinkman Kim Black
	What's in a Name: Examining Native and Other Appropriated Language	We will take a dive into what the Sioux Y has done to upgrade the language at camp. How can a simple title change advance the number of applicants for open positions? How can a simple schedule change boost camper numbers? We will take a look at some nationwide examples of success other camps have done to revamp their camp language.	Andrew Corley
	Headline News: Thinking Traps Snare Unsuspecting Staff - Directors to the Rescue!	Our brains are amazing resources, but sometimes they play tricks on us that prevent us from doing our best work. These "thinking traps" (also known as cognitive distortions) can cause short-term emotional distress that mirrors common mental health challenges and even affects judgment and good decision making. The good news: learning to identify and overcome these biases can significantly improve the way staff perceive their abilities and find satisfaction in their jobs when things are hard, encouraging them to use coping skills (instead of just quitting). Join Emily to learn about the fascinating human tendency to fall into these traps and the strategies your staff (and you) can use to avoid them. Your brain - and staff - will thank you!	Emily Golinsky
	Getting to Know Your Campers Before They Get on the Bus	Does your camper care intake process approach need a refresh? This session will explore how you can set the stage for knowing all of your campers before they get on the bus! Campers Mental Health and Behavioral challenges are on the rise. Franki is an expert in the strategic oversight of camper care including emotional, behavioral, and mental health across all camper programs, including staff support.	Franki Bagdad
	Perfectly Crafty Paper Creations	Using the simplest of tools, we will fold, cut or tear, adhere (glue or tape) our way into creating different simple crafts all with paper. We will begin with a scavenger hunt to collect what we need, then work together to create 3-4 crafts of varying difficulty from pinwheels and boxes to flowers, leave with extra ideas too. Spend a fun workshop connecting with other crafters learning what can be done with a simple piece of paper, or a colored piece of paper, or a paper card, or whatever paper types we are able to find in our virtual spaces!	Jen Hargrave

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Session Title		Description	Speaker(s)
<div>Block 7</div> <div>1:15-2:15 pm EST</div>	That Would Never Happen at My Camp: Lessons from Real World Accidents	As Risk Consultants, we often hear camp directors say "that wouldn't happen here." But it does. Every camp director who has dealt with a major incident, such as child abuse, drowning or a severe accident never thought something like this would happen under their watch either. Does your leadership team have blind spots? Are you relying on a false sense of security? Join this conversation as we dig into claims that have happened at camp, and how you can mitigate the risk for your camp.	Katie Johnson Meredith Stewart
	Noodles, Balls, and Cones 2.0	New and improved session! With noodles, balls, cones, and open space you can run any activity your imagination can come up with. We all know camp program supplies can really start to add up in our budgets. Being able to utilize inexpensive program supplies to build a curriculum for campers of all ages, and groups of all sizes can help cut down on those budget costs. In this session, you will learn games for large, medium, and small groups using only pool noodles, balls, and cones. Whether you're looking for new evening activities or week-long programming you will be sure to take away a giant catalog of ideas for your camp. So come and learn, play, and have a whole lot of fun in this interactive game session.	Mac Wallace Garrett Coler
	Ruthless Reports and Rosters (Excel Level 2)	If you have experience using spreadsheets but want to enhance your ability to manipulate data quickly, this is for you! You will learn and practice pivot tables, VLOOKUPS, and other tips and tricks for generating reports and rosters at record speed. Two screens are recommended so you can see the presentation while also working on your spreadsheet.	Marcie Glad
	Authentic Leadership and Executive Presence	Authentic leadership = conviction, strengths, and transparency: "PAC" (Parent, Adult, Child Framework) What does camp look like now post-2020? How to shape expectations and create normalcy and bring to light the silver linings of our recalibration time. This includes Executive Presence, how you show up. First impressions, who you are is what the camp is all about, you are the brand. Polishing up your own unique style and meeting the parents and the campers where they are. Reflecting their style to match your delivery. Enhancing your: physical presentation, voice command using the Alexander Technique, active listening skills, responsiveness, follow up and follow through. Creating a future vision for camp leadership.	Mary Olson-Menzel Melissa Shahbazian
	Your Interview Process – A Panel Discussion on Evolving with the Times	There is no one way to interview. Every person who does the hiring for their camp has a process and method that works for them. Join us for a panel with a variety of staffing directors from for-profit and nonprofit day and resident camps. Our panelists will give us insight into the why behind how they hire and share how their process evolves year after year. We will cover topics about: staffing process, go-to interview questions, and how to engage with applicants. There will be time at the end for questions from attendees!	Matt Jackowitz Sara Fetterhoff Annie Copp Matt Jones Rick Mades
	Challenge Course Operations - COVID Protocols	This session is aimed at those camps that operate challenge courses, or adventure programs, and would like guidance around how to safely run their courses during the summer. Topics that will be discussed are high and low element operation, gear storage and cleaning, and low element adaptations.	Phil Brown
	Looking Forward to Staff Evaluations?: Implementing an Objective-Based Evaluation System	Giving staff feedback is something many camp professionals dread... however, having an objective, consistent evaluation system makes staff evaluations easier, calmer, and more productive! This session will detail how Rikki worked with her camp team to overhaul their evaluation system to make it more objective and easier to give feedback in both formal and informal situations all summer. You will leave this session with all of Rikki's evaluation materials but also with the tools to create your own evaluation that objectively measures the criteria you think are important for your staff.	Rikki Spelman

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Demystifying, Prioritizing, & Accelerating Relational Sales	The definition of insanity is doing the same things and expecting different outcomes. In order to successfully move through these turbulent times as people, teams, and organizations, we must do things differently. We need to collectively demystify the word "sales" and de-escalate the emotions around classic selling so that we can reframe the terms of engagement, recruitment, and stewardship. As camp professionals, our core strengths and skillsets include empathy, altruism, compassion, and a growth mindset-all of which are key components of transformational relational sales. We need to lean in, shift our mind frame, and implement relational sales as a priority in order to sustain and grow our organizations moving forward.	Sam Roberts Stefan Teodosic Daniel Shore
Behind the Lens: Insight into Creating Professional Camp Videos	From strategic planning and costs to decoding the editing process and sharing your finished film, the idea of creating or updating your camp videos can be daunting. Suzi Pond and Christian Kayiteshonga of Redbird Media Group share their knowledge and give insight into the video production process. How can we plan effectively? Is shorter really better? How long will filming take? What's the ideal crew size? Do I need permission for certain music? What's the deal with drone licensing? How can I make our videos evergreen? How do we engage campers, staff, and parents? What about cost?! Come away from the session ready to start your next camp video project and the know-how to make the most of your investment.	Suzi Pond Christian Kayiteshonga
How to Best Implement Achievement Programs into Youth Programming	Do you hear the words "Achievement Programs" thrown around a lot in today's youth development profession? What exactly are achievement programs and how can they help us to retain and engage campers and participants? This session will explain to you the theory behind achievement programs and why today's youth thrive on the theory of achieving or mastering a skill or activity. We will also walk through program design and implementation including staff training for achievement programs. You will leave excited to implement this into all of your youth programs.	Todd Brinkman Kim Black
Connection is Critical - Using Modern Tools to Keep in Touch with Campers throughout the Year	There are so many lessons from the summer of 2020. Most important for Summer Camp Professionals? We CAN create very campy online communities... and our kids NEED us to!  Spend time learning and sharing about the tips and tools for keeping connected to your camp community between one summer and the next.	Travis Allison
Culture and Relevancy -- Working Towards an Anti-Racist Camp Environment	Black Outside, Inc was founded with the mission of reconnecting Black/African-American youth to the outdoors. Austin Sunshine Camps provide free overnight summer camp experiences to youth from historically underinvested communities.  This is an intermediate session for camps developing or working towards a more anti-racist/culturally inclusive curriculum and currently serving or seeking to serve youth of color. Camp professionals will expand their own working definitions of cultural relevancy and its connection to making authentic, affirming, outdoor programming that celebrates cultural differences. In addition, we will analyze the impacts of the school-to-prison pipeline on the summer camp experience for Title I campers.	Alex Bailey Jessica Foulke
Challenging Traditions -- We Didn't Do It That Way Last Year	We've all experienced that moment when we knew we had to change; do we ever feel ready? Hit the ground running with positive change! Campers and staff love their traditions, but parents and admin see reasons for change - outdated, unsafe, no longer serve the camp's vision or purpose. Effectively enact change and steer your staff to be guardians of your camp's mission while being enthusiastic about changes. Avoid pitfalls so you don't end up with a camp rebellion and learn strategies for gaining buy-in from staff, even those resistant to change. Use the "Will and Skill" model to formulate steps that effectively make changes while keeping positive staff culture with the least amount of pushback.	Alexis Dascoulias

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Session Title		Description	Speaker(s)
<div> <div>Block 8</div> <div>2:45-3:45 pm EST</div> </div>	Understanding "Flow" (Cash Flow)	We don't often "love" to think about the business of camp. But we also understand that we can't achieve our mission if we don't have our head in the business of it all. This is an opportunity for camp professionals to learn about how your financial reports are talking to you! Even if you are fortunate enough to have an accounting department the more you know about the three standard financial reports and how to interpret them, the more strategic you can be as you build your operations.	Amy Henry
	Manage, Supervise, or Coach? What Should I Be Doing?	Have you ever replayed a conversation with a staff member in your mind and wished you had a "re-do?" This session is designed for any camp professional in a leadership role supporting staff. As camp professionals, we often wear many hats, and sometimes it can be difficult to understand which hat to put on when working to best support staff. Our focus will be to develop a better understanding of the various leadership "hats" and how we as leaders can wear our manager, supervisor, and coach "hat" all at the same time to support our staff's performance while developing their skills and improving their confidence. This session will help you to enhance your staff culture by a better understanding of various leadership techniques.	Ben Aronson
	Brain-Building Boredom	Beautiful boredom! Studies suggest that experiencing (tolerating) boredom is an important building block for core skills such as concentration, self-regulation, working memory, as well as student achievement, and altruism. Yet, today's youth have widely variable exposure and support to understand the value of boredom and, perhaps more importantly, HOW to BE BORED. Technology allows our educational models to move at the speed of light- creating challenges for stress and anxiety management. This workshop will provide an overview of research that supports the importance of being bored and will present practical tools to use in both group and individual settings to help children (and adults) experience and tolerate boredom more successfully.	Elise Wulff
	The Awkward Taco: Social Skills at Camp	Some kids are social butterflies; others might be better described as social "awko tacos." For youth struggling with lagging social skills, navigating the camp experience can be stressful, tiring, and ostracizing (in other words, exactly the opposite of what the brochure told Mom it would be!) You don't have the staff ratio to hold each child's hand â€” literally â€” and get them through camp, but you do need them to start "thinking inside the group." Come learn the basics of setting up children for social success, including several techniques staff can use to encourage friendship building, scaffold camper interactions, and help "those kids" get out of their own way and make friends at camp!	Emily Golinsky
	GAME ON: Building Your Teams with Innovative Virtual Activities!	What do you do when a pandemic prevents you from having face-to-face contact with your participants? How do you still keep them engaged and interested in your work and services! Get ready to GAME ON during this session to learn how Leading To Change adapted tools and strategies to involve over 1500 participants EACH WEEK during the COVID-19 crisis. Hold on tight as this presentation will move at warp speed to cover a wide range of apps, technologies, and strategies that can be put into place immediately.	Eric Rowles
	The Next "Right" Thing	When the future seems a bit cloudy and we are not sure what to do next, we can move forward in confidence if we are determined to do the next "right" thing. How do we develop our moral compass, behave ethically, and find purpose in our lives of service to others? How do we set an example and inspire others to move forward in uncertain times? Now is the time for leaders with courage and conviction.	Gale Gorke



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Session Title	Description	Speaker(s)
Teach Your Staff How to Respond to Challenging Behaviors	Your camp counselors do their best to respond to challenging behaviors. However, they often are reactive and get frustrated when behaviors return. This workshop explains why children repeat undesirable behaviors. It gives you an understanding of children's motives. You cannot change a child's behavior if you don't fully understand what is causing it. Participants will learn how to create positive changes. Participants will also learn strategies to teach their staff. This will help your staff to respond proactively instead of reactively. Your staff will gain the ability to step back and assess a situation with clarity and confidence.	Jill Vetstein
A 360-degree View on Summer 2020: Staff Perspectives from the Middle	It is interesting to note that the people we have heard from regarding summer 2020 are mostly those folks at the top. While this information is certainly valuable, there are other leadership perspectives that can add to this important conversation. Without them, a key insight into how last summer really went down is missing. This vantage point is critical to being successful in 2021. Join us to unpack lessons from interviews of those in the middle (management, food service, maintenance, and medical positions) to gain what worked and what can be improved regarding various scenarios of camps opening. Including these voices provides a broader view that will strengthen our movement towards the desired camp culture for this and future summers.	Kim Aycock Jolly Corley
Research on Camps and COVID-19: What We Know, What We Do Not Know	With over 2,000 data points from four different studies, we know a lot about the impact of COVID-19 on camps, campers, staff, and families. But in this rapidly evolving pandemic, how much of what we've learned can we use to prepare for the summer ahead? Join us as we share what we know, what we don't know, and how we can use evidence to support our camp operations, staffing, programming, and COVID-19 safety precautions.	Laurie Browne
The Space Between Gaslighting and Cancel Culture: Forging Inclusive Language	What is "gaslighting" and "cancel culture"? Your campers and staff have likely experienced and/or participated in both. But is there space outside of denying someone has been wronged and not allowing for any wrongdoing? Healthy conversations are essential to finding that out- and learning and defining terminology that helps us better communicate our experiences and perspectives is crucial. In this session, we'll explore using language, among other tools, to help forge inclusivity at our camps.	Leslie Keller
Online Communications and Marketing: How to Cut through the Noise	How do you communicate online with your community during times of crisis? How about during COVID-19?  We will work through the 5 steps you can take to develop a plan to cut through the noise and get your message in front of your intended audience. As individual interactions shift to online spaces, it's vital to have a communications plan for how to interact, market to, and continually engage your community.	Nick Middleton
Let's Talk About Grief	With 1 in 5 children in the U.S. grieving the death of someone close, chances are you have one or more grieving children within your camp community. The last 12 months have made grief and the importance of addressing it even more critical. In this session, we will discuss the language of grief, ways to support those who are grieving at camp and beyond, and how to guide your staff and campers in creating a safe space for that grieving person.	Sara Deren
Engaging Virtual and Hybrid Events To Build Community All Year Round	Steven has utilized his skills as an entertainer to revamp the way events are done and create safe, engaging, and fun programs for campers of all ages. Steven has produced over 1500 hours of virtual programming, which has positioned him and his company to be a leader in virtual and hybrid events. This session will dive into the process Steven goes through when approaching a new idea to make it more engaging for participants who are either remote or socially distant. Steven will also go into some ideas of how camps can utilize virtual programs to keep campers invested in the camp community all year round.	Steven Burchard



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	Session Title	Description	Speaker(s)
	Creative Strategies for Use of NPI's at Camp	We have enlisted the use of nonpharmacologic interventions (NPIs) to help promote a healthy camp experience in 2020 that we will continue using into summer 2021. NPIs include items like screening, cohorting, handwashing, sanitizing, and much more. This session will outline creative strategies that other camps have used to help facilitate NPIs within the context of their operations.	Tracey Gaslin