

**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	15 Ideas to Increase Your Summer Staff Retention	Seasonal staff are the backbone of a vibrant, impactful summer program, yet they are increasingly hard to find. Higher education continues to push young adults to pursue internships, and non-camp options are more plentiful and higher paying than ever. Retention is key to building your team and maintaining a positive staff culture, while maximizing missional achievement. With focus and intention, we were able to increase staff retention at Wanakee from 30% to over 90% from 2017 to 2022. The parallel benefits of increased registrations, program quality, camper retention, and more, are obvious.  In this session, we will explore 15 specific, actionable practices, mindsets, and investments that you can make this year to retain your best people.	James Tresner, Wanakee
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	Bringing Light to Suicide: Supporting Camp Staff to Understand and Address Youth Suicide	Suicidal statements and suicidal ideation are scary and overwhelming for everyone involved. Sometimes the message is clear and sometimes there are signs of suicide that we may miss. Join counselor Jon Mattleman for an informative and empowering workshop about youth suicide and what you can do to support young people who are struggling.	Jon Mattleman, Minding Your Mind
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	Commitment: How to Earn It and How to Keep It?	An answer to the question of the century may seem counter intuitive, yet is at the core of most camp communities - relationships. Staff are looking for connection and belonging. How do we focus on staff needs without defaulting to program needs we think are necessary to running camp? We will focus on relationship development through flipping our current ideas around recruiting, hiring, and staffing. Come away with various layers of opportunities to earn and keep commitment from your staff.	Kim Aycok, Kimspiration, LLC & Jolly Corley, Camp Robindel
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	Equity and Justice at Summer Camps: The Kids are Ready!	Justice in their camp programming with young people. The conversations around these concepts have lived too long with our camp staff and leadership alone, but it is time we start to have these necessary and transformative conversations with our young people. The kids are ready.  We live in a time where our campers are asking new questions about identity, power, and privilege and we need to start offering the space for them to grapple with these concepts in a safer space like camp. Many of these conversations are becoming taboo in our schools and workplaces so camp must rise to the occasion of curating the environment to create conscious, mindful and transformative agents of change. The time is now.	Simone Gamble, OAAARS
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	I Have a Waterfront - Now What?	Waterfronts are one of the most dangerous activity areas at camp, and one of the most widely enjoyed. How do you create an environment that you know is safe AND fun? How do you set up your waterfront? How do you create and implement programming to assist with skill development in a short amount of time? How do you create a staff team of lifeguards and non-lifeguards to ensure that every camper is safe and enjoying all the activities your waterfront has to offer? These are all questions that will be answered as we discuss expectations at your camp to ensure that your waterfront is the best of the best.	Dakota Warren, Camp Susan Curtis
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	Mission vs. Supervision	At camp, our mission and philosophy is often steeped in values of free play, unstructured time, and the opportunity for independent growth and free choice. However, claims data is clear – this is the most common time for incidents of bullying, hazing, or abuse to occur. This session will explore the juxtaposition of these competing priorities at camp – living the philosophy of free play at camp while also effectively supervising to keep campers safe.	Katie Johnson & Meredith Stewart, The Redwoods Group
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	Strong Board vs. Weak Board - and Why it Matters to You!	A weak Board is damaging and a strong one challenging – where is the balance and why does it matter? Strong ones can inspire, challenge, delight, and frustrate. Weak boards may be easier to manage, but have a habit of throwing out what they perceive to be the problem (read: YOU!). This session will help identify the warning signs of a weak/wavering board and how to avoid its quicksand. We will also explore the benefits and challenges that come with strong dynamic Boards. Recognizing the risk/reward ratio is central to a professional's successful tenure. We will explore a schema to transition from weak to strong. This is some of the toughest and most rewarding work to undertake. Come prepared to interact, consider your approach, and have fun.	David Phillips, Immersive1st
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	The Importance of Creating Wellness & Therapeutic Spaces at Camp	Every kid should have access to mindful spaces and support during the summer. The workshop will introduce camp staff to how mindfulness techniques can be adapted at summer camp to increase children's social-emotional development. This workshop will offer a broad overview of the theory and research behind mindfulness-based interventions. In addition, activities and practices to use with youth will be presented, with the opportunity to gain skills through peer practice and feedback from presenters. At the end of the program, participants will be able to implement practical mindfulness activities in both classroom and clinical settings.	Kailla Rowell, Camp Harbor View
Educational Session 1	Thursday, March 30	9:00 am - 10:30 am	Warming-Up Unlocks the Door to Opening-Up	Warming up is crucial to human development and allows for greater participation. Starting from moderate to vigorous gives the brain, body, and heart the necessary blood flow to focus on what is happening here and now. Join me on an informational and experimental journey on how to physically, mentally, emotionally, and socially warm up through improvisational activities and games so that learning can leave the room.	Happi Price, Improv 2 Improvement

**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Advocating for Change at Your Camp	As a young staff person it is fairly easy to get frustrated as our organizations aren't moving at the same pace when it comes to JEDI work (Justice, Equity, Diversity, Inclusion). We know that generationally those that often make the final decisions are years removed from the experiences of young people and so developing a strategy to change hearts and minds takes a fierce intentionality. This session will focus in on tangible strategies to advocate for change, and how to take care of yourself emotionally while doing so.	Chris Rehs-Dupin, Transplaining for Camps
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Camp for Kids by Kids: Lifting Youth Voice and Choice	When we think about camp we recognize it is built for kids, but not built by kids. This session will challenge that statement by sharing best practices, narratives, and data to help youth workers and facilitators center and actualize ideas for the overall betterment of programs using clearly-defined concepts of youth voice and choice. We will highlight the importance of diverse voices in youth development spaces and how these concepts benefit program while empowerment fosters development in the youth themselves. There will be time for questions, collaboration and, of course, some fun.	Charles Hayden & Krystal Pegrum, Camp Harbor View
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Excel with Spreadsheets	Have you taken a spreadsheet course in the past, but need a refresher? Are you frustrated at your spreadsheets and wish someone could answer your questions? You're in luck! Whether you use Excel or Google Sheets, this is the session for you! Content will include practice and review of: Spreadsheet structure & organization Pivot Tables Print Management Linking data Text-to-Columns Conditional formatting Bring a laptop, your spreadsheets, and your questions. Get ready to improve your ability to handle a spreadsheet and exponentially increase your efficiency!	Marcie Glad, Tenacre Day Camp
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Inclusive Leadership Doesn't Just Happen	Inclusive leadership takes self-awareness, diligence, and intentionality. Want to learn more about what it means to be an inclusive leader? Join us for an interactive and introspective workshop as you explore your personal areas of skill and challenge as well as what makes up the traits of an inclusive leader. We will also spend some time identifying areas for personal growth and development in your role as a leader (or as an aspiring leader).	Jen Clitheroe, Strength Perspective
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Is It Conflict or Bullying?: Creating a Culture of Includers	Nobody wants to hear that a participant was "bullied" at camp. But...were they, actually? That particular B word gets thrown around a lot, but it isn't always an accurate representation of the social situation. This session will clarify the specific differences between conflict (normal!) and bullying (not!), including an emphasis on the sneaky version: social exclusion/relational bullying. We'll walk step-by-step through when and how staff should intervene (or not), and talk about creating a culture of includers with 10 easy-to-implement ideas. Also: language you can use in your pre-camp materials to help parents/guardians prepare their campers for inevitable conflicts that will arise at camp and how they can expect camp to respond.	Emily Golinsky, Bright Moose LLC
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Language Upgrade for Camps: A Cultural Appropriation Guide	We will take a dive into what the Sioux Y has done to upgrade the language at camp - how a simple title change can advance the number of applicants for positions and how a simple schedule change can boost camper numbers. We will look at some nationwide examples of success other camps have done to revamp their camp language. We will look, through research and with both a trauma informed lens and a Lakota cultural lens, at how we can make a more welcoming environment and experience for our campers. Have you ever debated if your Native American camp presence is offensive or enriching? Have you wanted to increase cultural sensitivity? We will look at examples that the Sioux Y has done over the past 139 years of best practice.	Andrew Corley, YMCA Seven Council Fires (Formerly Sioux YMCA)
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Leading Trauma-Informed Groups and Activities	Join this hands-on, interactive session to learn how to facilitate activities in a way that allows everyone to have a positive and successful experience, regardless of the group/activity or skill level of participating individuals, all while taking into account the impact of experiences on the bodies and brains of youth. Participants will develop an understanding of what makes a group/activity successful, explore strategies to meet the individualized needs of participants, and provide an opportunity for practical application of the strategies. In addition, participants will get an overview of: Psychological Trauma, the human stress response continuum, and common behavioral and cognitive reactions to stress and trauma.	Corey Meurer, Justice Resource Institute
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Navigating Camp Health Services	Camp leaders and professionals are all invested in camp health and safety. There are many considerations regarding medication management, communicable disease practices, and developing partnerships with parents. This session will outline a variety of situations that often challenge our camp health practices. We will outline support for significant concerns and help identify plans to mitigate risk at camp.	Tracey Gaslin, Alliance for Camp Health
Educational Session 2	Thursday, March 30	11:00 am - 12:15 pm	Reflecting Skills and Methods	Reflecting and debriefing are terms used in the Adventure/Experiential Education realm as an opportunity to connect lessons learned in the program to the outside world. This has most commonly been done by sitting in a circle with the facilitator asking questions and the participants answering. This workshop aims to give both ideas and activities to help facilitate discussion within your group in order to get the most out of activities and also to ensure there is follow-up at the end of the program.	Phil Brown, High 5 Adventure Learning Center

**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Lunch & Learn A	Thursday, March 30	12:45 pm - 1:30 pm	Kindred Group: At-Risk Youth	Join us to share, celebrate, and strategize programs specifically for at-risk youth. Bring your hot topics for discussion, prepare to meet like-minded new friends, and walk away with resources to strengthen programs. All are welcome. Focus is on youth who are facing socio-economic hardship and mental, emotional, and social health challenges.	Terri Mulks, Camp Susan Curtis
Lunch & Learn A	Thursday, March 30	12:45 pm - 1:30 pm	Round Table: Director's Topics of Our Time	Join this round table where we will discuss topics identified by participants at the start of the session. Possible topics include: staff retention, resiliency training and ideas, and year-round staff compensation and benefits, and whatever else is on your mind!	Mark Lipof, Camp Micah
Lunch & Learn A	Thursday, March 30	12:45 pm - 1:30 pm	Round Table: Making Connections and Broadening Your Professional Network	Join like-minded professionals of all levels to talk about what is on your mind. We will start our session brainstorming conversation topics and then participants will choose what is most pressing to them in that moment. This session is a great opportunity for new conference attendees, attendees who have come without a team, or camp professionals looking to meet others!	Cheryl Oliveira, Girl Scouts of Eastern Massachusetts & Members of the Conference Committee
Lunch & Learn A	Thursday, March 30	12:45 pm - 1:30 pm	Round Table: Talking Climate Change at Camp	Climate change is changing our world. Regardless of where they learn about it, young people around the globe are standing up to demand action against climate change. You can be part of the solution!  So how do you discuss climate change with 1st graders? What is climate justice and what does it have to do with camp? What kinds of solutions can a 12-year-old try to combat the world's greatest challenge? Do you need to be an expert to teach about climate change?  Nope, you don't need to be an expert! Come ready to share and learn ways to discuss this challenging topic with staff, campers and caregivers, ideas for incorporating climate themes into camp, plus project and curriculum ideas.	Meghan Haslam, Mass Audubon
Lunch & Learn A	Thursday, March 30	12:45 pm - 1:30 pm	So You Have Hired International Staff... Now What?	So you have hired international staff but what now? Come and grab some tips that can help with community building and supporting your international staff and also help bond your staff together before setting foot on camp.	Megan Lynch, Camp Aldersgate
Lunch & Learn A	Thursday, March 30	12:45 pm - 1:30 pm	The Rainbow Connection: Supporting a Gender-Creative Camp Culture	You're never too young or too old to play with your gender, and camp creates the perfect safe environment to find yourself for the first time. This session will focus on how we can support and celebrate both campers and staff who are trans, nonbinary, gender-creative, or just experimenting with pushing the boundaries of gender norms. Some topics we will cover include how to introduce and enforce pronouns with all ages, de-gendering our language as educators, and speaking with parents and guardians about gender issues at camp.	Chloe Briskin, Mass Audubon's Drumlin Farm Camp
Evening Program	Thursday, March 30	7:30 pm - 8:30 pm	Connecting Through Drumming	Join other conference participants in this interactive session that will bring you all together. You'll connect, create, and collaborate by making a choice, committing to that choice, practicing that choice, and sharing that choice with others in a safe environment – through the art of drumming. Participants will each have their own drum and drumsticks to use as we build community by creating rhythms.	Happi Price, Improv 2 Improvement
Evening Program	Thursday, March 30	8:30 pm - 9:30 pm	Heroes Wanted: Live Roleplaying Adventure	Join us for an exciting, beginner level Live Action Role Playing (LARP) adventure. In this 20 minute interactive adventure for up to 15 attendees at a time, you will have to use your wits, work as a team, and interact with characters in a live action story where you and your team are Heroes. Come prepared to play pretend and get physically involved with hands-on problem solving, creative negotiation, and even an option for defending your team with a NERF blaster. But pick your team carefully... the fate of your group depends on your decisions! No LARP experience necessary. If you want to learn how to run your own LARP adventure, attend Friday's Running a Simple Interactive Adventure at your Summer Camp during Block B.  Pre-register for your slot here: <a href="https://form.jotform.com/230024213785145">https://form.jotform.com/230024213785145</a>	Meghan Gardner, Guardian Adventures

**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Connect, Create, and Collaborate Through Movement Improvisation	Fundamental motor skills are essential to all human movement. Join us for a playful exploration of intra- and interpersonal interactive play focusing on different levels, speeds, shapes, directions, and stillness through improvisational warm-ups, skill development, and activities that address diverse learning styles, innate abilities, and collaborative contributions.	Happi Price, Improv 2 Improvement
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Developing Staff Through the Intersection of Hindsight and Foresight	Hello! My name is insight, and I am found where hindsight and foresight overlap. We know that looking back is key to moving forward. Add that to a greater understanding of the bigger picture of camp and clarity begins to form. Quality staff development comes down to quality conversations that help connect the dots between hindsight and foresight. The insight gained from these conversations with staff will uncover countless growth opportunities (and are a direct benefit of working at camp)!	Kim Aycocock, Kimspiration, LLC
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Establishing a DEI Rapid Response Team at Camp	In this workshop, participants will learn the tenets of creating a DEI Rapid Response team at camp that can address incidents of harm through this lens and create preventive structures to create a safer space for marginalized identities. We will learn how to build out how to build the infrastructure for these teams and how to troubleshoot potential challenges. If you are looking for a step forward in your DEI journey, this will be a helpful workshop for you.	Simone Gamble, OAARS
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Intentionally Designed, Large-Scale, CHEAP Games	This session will bring participants along on a journey that transformed the programming paradigm at YMCA Camp Cory: when budgetary constraints led to the emergence of high-quality all-camp games. And we are sharing them with you, for free! Come learn about game design and all the things that make all-camp games exquisite (Dramatis Personae, epic music, engaging costumes, pacing, prop building and storage, competition, and engagement strategies).	Dave Ghidui, YMCA Camp Cory (Alumnus) & Aaron Proietti, Today's Innovator
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	It's About You - The Alchemy of Camp Fundraising	Camps employ professionals who are typically effervescent, smart, engaging and dynamic. This combination is the alchemist's dream and should result in plenty of precious metal coming your way! So why do some Camps struggle to raise money and retain donors and others find it easy? The answer lies in understanding the interplay of art & science and how an authentic approach can engage philanthropists. Come prepared to interact, consider your own approach and have fun. Everyone is welcome from experienced practitioners to those discovering the alchemy of fundraising for the first time!	David Phillips, Immersive1st
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Peer-to-Peer Abuse: Not Just Kids Being Kids	Peer-to-Peer (P2P) reports and claims continue to be on the rise. This is a serious issue affecting the quality of the camp experience and, more and more – costing camps time, money, and their reputation. But what is it – really? Can't this just be chalked up to kids being kids? Or natural exploration? Join this deep dive into the issue of P2P abuse, including case studies of incidents, strategies for prevention, and how to appropriately respond.	Katie Johnson & Meredith Stewart, The Redwoods Group
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Rolling out the Welcome Mat: Actions Steps You Can Take NOW to Make Your Organization More Inclusive	Discussions around privilege, hidden biases and stereotypes often create uncomfortable or eek feelings. Through Rachel's experience working with hundreds of organizations, she has identified and refined key activities that are foundational to creating a safe space where participants can engage and explore diversity, equity and inclusion. Through these interactive activities, Rachel will model how to create an inclusive outdoor program culture where all members are able to feel safe, increase self- and other-awareness, practice empathy, and build meaningful relationships no matter their circumstances. There will be a focus on tangible results and provide a roadmap for how to create diversity, inclusion, and access within the organization.	Rachel Hailey, DEI Outdoors
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Spheres of Acceptable Practice: Challenge Course Operations and Programming	It is generally recognized that there is rarely a singular "best" way of doing things when it comes to challenge course practices. Interactively we will explore intersections between standards, SOPs, LOPs, and instructor preferences and how these may affect the operations and programming on your course. Come explore with other professionals the range of acceptable practices and how program design intersects.	Phil Brown, High 5 Adventure Learning Center
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Support Avenue	Support can mean so many different things in the camp environment. The MESH (Mental, Emotional, and Social Health) needs of our staff are increasing and we must find ways to adapt to make them successful in the camp environment. Join us as we traverse down Staff Support Avenue, where different techniques, including small groups and continuous feedback cycles, help to get your staff ready and keep them focused for a successful summer.	Brandon Bricchetto, Dakota Warren, & Megan LaCroix, Camp Susan Curtis
Educational Session 3	Friday, March 31	8:45 am - 10:15 am	Supporting LGBTQ+ Campers When Their Parents are Not Affirming	There is a mental health crisis amongst LGBTQ+ youth in our country. Every 45 seconds an LGBTQ+ young person in America attempts to take their own life. Only 1 in 3 LGBTQ+ youth are affirmed in their homes, and we know that having access to a strong and accepting community can increase their overall well-being and lower their risk of suicide and self-harm. How can camps be the community that these vulnerable youth need in order to build resilience and feel affirmed as their true selves? We will do an overview of what laws govern parent disclosure and how can camps protect themselves while protecting campers of all genders and sexualities.	Chris Rehs-Dupin, Transplaining for Camps

**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	Becoming a Vessel of Hope: Learning Skills to Navigate Mental, Emotional, and Social Health	Mental, emotional, and social health (MESH) creates ongoing concerns for youth and adolescents. ACH research completed following summer 2022 identified the key MESH challenges camps experienced. This session will outline MESH challenges, tools to navigate these situations, and ways to promote positive staff engagement. MESH issues are more prevalent and need our attention if we are to become vessels of hope for those in our care.	Tracey Gaslin, Alliance for Camp Health
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	Cracking the Generation Z Code: Recruit, Train, Support, and Inspire!	Gen Z, people born between 1995 and 2012, now comprise most of our mainline staff (and older camper) populations. They're far from "new", but we keep using the same old "tried and true" supervision and management strategies with them that we've been using for the last 20 years and are wondering why we're not getting good results. Gen Z has a unique outlook on the world - and vastly different views on work, loyalty, authority, communication and so much more! You will come away with a better understanding of what motivates and inspires them and how YOU can better recruit, train, and support them for better results.	Donna Johns-Thomas, Boys & Girls Clubs of Boston
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	Creating an Engaged, Value-Added Alumni Association	In 2020, a New York State camp on the eve of its 100-year Anniversary Celebration enlisted a pair of alumni volunteers to design and lead the celebration. Flash forward one pandemic and two years later, the camp now has a renewed and engaged Alumni Association, and it recently held a successful centennial celebration on site with over 400 visitors. Learn about all the key decision points and lessons learned developing an alumni association capable of leading the charge on camp events.	Aaron Proietti, Today's Innovator
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	DEIB and Your Mission	This session will seek to align participants' personal mission with Diversity, Equity, Inclusion, and Belonging discussions and initiatives. We will briefly define terms, have one-on-one conversations, and attempt to find common ground. This session is about connecting where people are on this personal journey and its relation to the professional journey.	Doug Sutherland, Doug Sutherland Consulting
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	Finding your Gaps	As camps continue to increase their efforts to create communities where campers truly feel welcomed and to redesign our programs to correct cultural appropriations, we can often be limited in our efforts by our own perspectives. In this workshop we will explore ways to find and address the gaps in our efforts. We will take a look at methods to get more eyes on the changes we want to make. The over arching question we will use is "Who are we forgetting or leaving out?". There will also be time to share our successes and challenges.	Shawn Moriarty, Mass Audubon
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	More Large Group Activities for Building Community, Connection, Empathy, and FUNN	Come back (or for the first time) for another 75 minutes of large group activities! This workshop is back by popular demand! Build your bag of tricks and skills for working with large groups.  This active session will have folks participating in activities that will help break the ice for staff and campers as well as build momentum towards an empathetic and caring community.  Some activities will be intentional, but some will just be FUNN (Functional Understanding Not Necessary) and will include fun ways to make small groups as well as large-scale group problem solving!	Jeff Frigon & Andrew Wood, The Browne Center for Innovative Learning
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	Say This, Not That	If you've ever found yourself lost for words, or you've said something that you realized immediately after just fanned the flames, don't worry (we've all been there)! This session will equip you to walk into difficult conversations and complicated situations with confidence. The responses, lingo, and strategies you'll learn and practice are simple, but profound...you'll find yourself reaching for them again and again. They're applicable to behavior management, staff supervision, difficult parents, customer service, and even that family member who is driving you nuts at holidays! Come join Emily for some fun with language – past attendees say it's "engaging," "entertaining," "insightful," and "hands down the best session I attended today!"	Emily Golinsky, Bright Moose LLC
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	The Neuroscience of Leadership: Building a Camp Culture of Trust	The science is clear. Trust is the new driver of productivity. Getting your message across, lowering fears (both rational and irrational), and pulling out the best of your counselors requires strong leadership. Scientists have identified the brain mechanisms that support our ability to connect and communicate with others and reveal how we can activate and strengthen them. Learn how to develop team chemistry and trust by building team identity through shared goals, values, and an increase of oxytocin.	Genein Letford, CAFFE Strategies & Meghan Gardner, Guardian Adventures
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	The Power of Effective Feedback in Preventing Employee Harassment Issues at Camp	Happy, engaged employees are the key a successful, joyful summer. From our perspective as a Camp Director (Katie) and as an Attorney (Helen), this training will discuss how to prevent, spot and address workplace harassment challenges in a residential camp setting. We will summarize legal obligations to address harassment and will share strategies to empower camp managers and camp leaders to interrupt problems before they escalate. We will discuss the vital role of early, effective feedback and the value of positive culture development to lowering the legal risk of workplace disputes. We will also share ways Camp Directors and a General Counsel have worked together successfully.	Helen O'Reilly & Katie Toole, The Fresh Air Fund
Educational Session 4	Friday, March 31	11:15 am - 12:30 pm	What We Know: A Conversation with Department of State Bridge USA J1 Program Experts	The Covid pandemic disrupted and changed our world, especially our camp and international cultural exchange world. Travel and visa processing became challenges not easily overcome. Expectations were not as easily expressed and understood. What did we learn? How does that impact 2023?	Diane Culkin, US Department of State & Scott Brody, Camps Kenwood & Evergreen

**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Digitizing and Sharing Camp Artifacts (A Step-by-Step Guide)	This session covers the process of digitizing one hundred years of yearbooks from Camp Cory and making them available online. The entire endeavor was virtually free (though there is a lot of work involved). Come learn from our mistakes, discuss some of the challenges we encountered, and plan for preserving your camp history. We will showcase the scanning process, how to create discoverable and accessible documents, how to store them online, and how to get the yearbooks printed and listed at Amazon.	Dave Ghidui, YMCA Camp Cory (Alumnus)
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Kindred Group: LIT/CIT Programs	Camps across New England engage with young leaders through Leader in Training or Counselor in Training programs. This kindred group session is an opportunity for camp staff who run CIT/LIT programs to meet others who are leading these types of programs for teens, discuss how their program works, what challenges they may be facing, and share ideas and solutions.	Charles Hayden, Camp Harbor View
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Kindred Group: Special Needs Camps	Join us for an informal networking and conversation opportunity for camps that serve campers with disabilities, who provide inclusive programming, or are looking to add inclusive programming to their camps in the upcoming year. Join us for an informal networking and conversation opportunity for camps that serve campers with disabilities, who provide inclusive programming, or are looking to add inclusive programming to their camps in the upcoming year. We'll talk about the 2022 camp season and what challenges we might be facing along with solutions and paths that camps are taking to ensure this summer is one that sets our campers and programs up for success.	Dawn Willard-Robinson, Pine Tree Camp
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Learning with Style: Interdisciplinary Collaborations Across Content Areas	We frequently acknowledge that children are different, and we know those differences can extend to learning and understanding. How can we play to different learning styles? What can we do to bridge content across program areas to entice and excite the masses? Outdoor skills meet engineering! Art meets awareness! Nature meets math! What will you combine to create?	Kate Grecni, Girl Scouts Heart of NJ
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Round Table: Caregiver Communication - what has changed and what are our strategies?	We all engage with parents and caregivers – whether daily at drop-off and pick-up, through phone calls and emails during the summer, or when sharing information during the school year. Join this peer-led round table to discuss the changes you have seen with caregiver expectations and communication over the past several years and hear and share some strategies that you have put to work.	Sarah Castro Cunningham, YMCA Camp Takodah & Zach d'Arbeloff, Belmont Day School
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Round Table: Crisis PR — What Do You Do and Where Do You Start When Your Camp Faces a Crisis?	The key to crisis PR is preparation because when a crisis hits, the one thing you don't have is time. You must be ready before the crisis arrives. Join this session to hear a couple examples of crisis PR situations from both camp and corporate settings. Then, we'll spend much of our time together discussing what to do and how to prepare for a crisis before it happens based on real-life crisis situations you have experienced or are concerned about experiencing in the future and questions you bring with you. So, please bring scenarios and questions and be prepared to share!	Janet Prensky, Aigner Prensky Marketing Group
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Running a Simple Interactive Adventure at your Summer Camp	LARP (Live Action Role Playing) is an interactive experience where participants (campers) navigate a story together where they choose their next action. Think of a video game or choose-your-own adventure book, but live acted and without computers. A LARP can be 30 minutes or an entire summer long. LARPs are widely known for creating a safe space for campers to explore their identity, social skills, and conflict resolution in a safe space through role play. In this session, you will learn how to run a simple LARP at your camp, how to structure your staff training, and possible challenges you may face. You will also hear about integrating STEM into your LARP adventure and how to run virtual Zoom-based LARPs in the off-season to help with camper and staff retention. You do not need to have any experience with LARPs to learn how to run one. However, you are encouraged to attend the Heroes Wanted: Live Roleplaying Adventure on Thursday night for a first-hand experience.	Meghan Gardner, Guardian Adventures
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Staff Interviewing: Tips, Red Flags, and Jedi Mind Tricks	Interviewing is a key component of the hiring process. Being a good interviewer ensures that you get the best information out of each screening conversation. Several factors go into effective interviewing, including preparation, good listening skills, and consistency. Learn interviewing basics, how to be equitable, legal questions to avoid, red flags to pay attention to, and some "Jedi Mind Tricks" like: how to get Gen Z to answer open-ended questions and how to get candidates to subconsciously reveal their best (and worst) qualities.	Donna Johns-Thomas, Boys & Girls Clubs of Boston
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Understanding Dominant Culture and How it Persists	Participants will engage with the tenants of dominant culture norms, while wrestling with how these tenants show up in day-to-day operations and the individual's leadership. Participants will brainstorm ways to continue to evolve their leadership and organization.	Emerald Anderson-Ford, Communities Reaching for Equity and Diversity (CRED)
Short-Session B	Friday, March 31	2:00 pm - 2:45 pm	Use Your Outside Voice! How to Harness Your Personal Narrative to Make a Difference in the Outdoors	We all have a story to tell! In this 45-minute session, we will allow the participant to explore their own personal narrative as it relates to the outdoor space and discover how sharing their story powerfully and with intention can make a difference in their community and world. BIPOC & folks from the LGBTQ+ community are strongly encouraged to attend!	Rachel Hailey, DEI Outdoors

**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Adaptive Leadership for a New Frontier	This session isn't about a list of what leadership looks like, but a workshop on how to work on becoming an adaptive leader for your community. There are no lists or laws of leadership here. This workshop was created to help leaders like yourself understand what's in the system and how you can navigate this brand new and ever-changing world. All levels of leaders and aspiring leaders are encouraged to attend!	Anthony Le, PVTL Moments
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Beyond the Lived Experience: The Presence of Poly-victimization at Camp	Join us as we explore the connection between life experience and behavior. When individuals show up at camp, they bring their whole lived experience with them. For some, this includes poly-victimization (Poly-v), which refers to having experienced multiple points of victimization. Engage in conversations that bring to light the prevalence of Poly-V and how this applies to your program. Create a culture that values the entire individual for the experience they bring when they share their whole self at camp.	John Hamilton, Alliance for Camp Health & Jamal Stroud, Camp HOPE America
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Beyond Workshops and Trainings: Bringing Diversity, Equity, Inclusion, & Belonging (DEIB) to Camp	Camps across New England identify core values that include leadership, community, friendship, joy, collaboration, kindness, cooperation, generosity, respect, trust, and unity (just to name a few). These values are the pillars of our visions and our missions. Making our visions come to fruition year after year requires a roadmap. We build strategic plans (roadmaps) to drive operations, staffing, infrastructure, and program, as well as measure our success periodically. DEIB at camp requires us to think beyond summer staff workshops and incorporate DEIB intentionally into our camp culture. Come explore steps to building your camp's DEIB roadmap of actionable items to create long-term change and support the values we all uphold.	Jen Clitheroe, Strength Perspective & Polly Williams, Farm & Wilderness Summer Camps
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Classroom Management at Camp?! Behavior Management Strategies that Work, Inspired by the Classroom	We know teachers can hold it down. Teachers regularly wrangle students who struggle to focus, don't always want to be there, and have individualized needs. While we don't often see this at camp, we can learn from them. In this session participants will receive a version of Camp Behavior Management 101 that has been used for years at Camp Timberlake. This session teaches behavior management strategies and routines that work in the classroom and are adapted for camp. Best part – campers still will love camp. The session is a mix of strategies that have been used in public and charter schools and is great for current summer staff, those who train summer staff, or those who manage camper behavioral health.	Jarod Wunneburger, Farm and Wilderness Foundation
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Creating a Shared Language Around Conflict: The Compass of Reactions	Conflict is inevitable at camp. It will happen between staff, between campers, between staff and campers, and maybe even with parents. It's inevitable, and it can bring out the worst parts of ourselves: the parts that make us hide and shrink away from it, and the parts that make us blame others (or ourselves) for everything. But, it doesn't need to be like this. Conflict can be a deeply powerful moment of growth and learning for all involved. By exploring the most common reactions people have to conflict, and doing a deep dive into our own tendencies and patterns, we'll use a tool called the Compass of Reactions to develop a shared language and shared understanding of conflict breakdowns and build new, different pathways through conflict.	Sarah Brajtford & Austin Willacy, Raise Your Voice Labs
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Incorporate Well-being Into Your Everyday Staff Culture	The demands on staff are now coming from more directions and sources. Add that to busy camp days, it is easy for staff to feel stressed or overwhelmed. Set staff up for success AND help them build life skills around their well-being with a tried and tweaked self-care card system. Staff will practice assessing the state of their own mental health to determine self-care needs, the timing of such care (immediate or longer), and the amount (small or more extensive). Incorporate well-being into your everyday culture so staff are better equipped to dig in and push through the hard stuff while feeling heard, supported, and valued. Join us as we collaborate to exchange ideas on ways to meet the mental health needs of staff.	Kim Aycok, Kinspiration, LLC & Heather Logee, Windham-Tolland 4-H Camp
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Noodles, Balls, and Cones IV: House of the Noodle	The 3 Kingdoms of Noodle, Ball, and Cone have been living peacefully for centuries. But now an ancient enemy has cast a dark shadow over the realm forcing the 3 Kingdoms to work together again to save the world. Join us for a hands-on, interactive session where you will learn to utilize budget friendly supplies (noodles, balls, and cones) to create magical experiences for your campers. Both first-time attendees and participants who have joined a noodles, balls, and cones workshop in past years will learn new games and how to train staff to create these experiences for their campers. Come prepared to learn, play, and have a magical time.	Mac Wallace, Lynch/ van Otterloo YMCA & Garrett Coler, YMCA of the Northshore
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Supporting Child Campers in Managing Stress	Camp challenges children and teens to participate in inherently-stressful activities. To best support young campers in having a positive and enriching summer experience, it is helpful for staff to be able to recognize stress within their campers and understand that certain challenging behaviors may be the manifestation of stress. This session will discuss how to identify the physical signs of stress exhibited by child campers and provide specific coping strategies to support them. This session is best suited for camp staff that will be working directly with campers or training staff that will be working with campers.	Taylor Levesque, MGH Aspire
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Using TikTok as a Recruiting Tool	Are you looking for a way to communicate with the next generation of your organization's staff members? Join us for a look into how She Summits Co. has recruited our staff for the last two years and a case study on our TikTok. Learn how we empowered our intern to authentically show our staffing experience via TikTok. See our strategies as we addressed concerns related to the TikTok experience. Join us as we tell you out intern's top three ways to appeal to Gen Z with your videos.	Amanda Hatley, She Summits Co
Educational Session 5	Friday, March 31	3:15 pm - 4:30 pm	Why Do Small Businesses Offer Retirement Plans?	This session will educate small business (camp) owners on how to attract and retain employees through a retirement plan. It will also discuss how camp owners can properly structure a retirement plan to maximize their own retirement savings.	Marty Madden, Merrill Lynch

**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	Feedback Fundamentals: Making Feedback Work for All	Normalizing a culture of supportive feedback is one of the most important ways to ensure an enjoyable, safe, dynamic, and successful season. Feedback is ultimately about helping each staff member (and even each camper) show up as their fullest, best self through timely honesty and supportive accountability. It's also about creating a culture of gratitude. In this session, we'll walk through strategies for how to have supportive, impactful 1:1 feedback sessions with staff and explore different feedback systems that can help to create your strongest staff yet.	Sarah Brajtford & Austin Willacy, Raise Your Voice Labs
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	An Employment Law Crash Course for Camps	Among the many other hats they wear, camp operators serve as the head of human resources for their organization. This is no small feat considering that a typical mid-size camp may have 100+ employees each summer. As camp operators, we must be conscious of numerous employment law and HR considerations. In this session, we will review the key areas of employment law that camp operators need to have on their radar screens. Participants will have plenty of opportunities to ask their own questions.	Isaac Mamaysky, Potomac Law Group
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	Beyond Sticker Charts – Behavioral Health Habits and Systems that Work	Responding effectively to maladaptive camper behavior takes robust organizational habits and systems. This session will cover 3 parts of a system in place at Farm and Wilderness to respond to behaviors: <ul style="list-style-type: none"> <li>• Behavior Continuum – A system for determining the level of severity and who responds to a behavior (counselor, director, professional mental health provider, etc.).</li> <li>• Behavior Board &amp; Meeting – A visual board that shows current behavioral issues at camp and is what centers a daily behavioral meeting to discuss it.</li> <li>• Camp Behavior Improvement Plans – Inspired by BIPS in special education, these plans can help identify the triggers and find ways to deescalate behaviors.</li> </ul> This presentation will include a demonstration of each of the tools.	Jarod Wunneburger, Farm and Wilderness Foundation
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	Camp & Gender 101: How and Where Do We Start Talking About Trans Inclusivity at Our Camps?	As a trained social worker, longtime camp director of a camp for trans youth, and a trans person himself, Nick will give directors and senior staff tools for beginning to think about how to bring trans and non-binary-friendly policies and procedures to their camps. We will go over the fundamentals of what it means to have members of the trans/non-binary community at camp, and how camps can support them within the framework of their existing camp culture. We will cover the foundations of making camps more gender-inclusive by having a safe space that encourages thinking and discussion around questions including: Who are your stakeholders & how might these changes affect them? What are your hopes & fears for gender inclusivity?	Nick Teich, Fairwinds Consulting & Fairwinds Family Camp
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	Culture and Crisis: Key to Staff Culture That Not Just Survives, but Thrives	We can't predict when our camp community will experience crisis. However, we can create and nurture a culture that is able to manage crisis when it hits. This session looks at key components of building a camp culture that can survive and thrive through the best and worst of times.	Jolly Corley, Camp Robindel & Jolly Corley LLC
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	First-Generation Families: Who They Are, What They Want, & How To Connect With Them	Approximately 30% of children attend camp, and a large number of those campers come from families who already know camp well; their parents, their cousins, even their friends have had camp experiences. But what about the "first-generation" camp families? In this context, First-Generation ("First-Gen") refers to those families who have no prior experience with camp — you know, the ones who think that "Color War" is an art activity? This session will examine modern consumer habits, share insight into the mindset of First-Gen families, and provide strategies for how to connect with them (and enroll them at your camp!).	Max Claman, VestEd
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	Inclusive Camp - A Pathway Toward Friendship Between Kids With and Without Disabilities	Even before the onset of the recent global pandemic, isolation and loneliness were 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 camp programs provide an ideal opportunity for this to happen, but we recognize that it may not be a skillset that 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, MERGE Diverse Abilities Inclusion Consulting
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	Safety Never Takes a Holiday	Well-developed emergency plans and proper staff training (such that staff understand their roles and responsibilities within the program) will result in fewer and less severe injuries and less structural damage to the facility during emergencies. A poorly prepared plan likely will lead to a disorganized evacuation or emergency response, resulting in confusion, injury, and property damage. In this session, individuals will gain a better understanding of an efficient Emergency Action Plan and create a template to bring back to their camps.	Bryan Martineau, BAM Public Safety
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	The Adventure Trail - An Innovative Approach to Team Development That's as Easy as a Walk in the Park	From the new ACA bookstore book (by Jim Cain and Shawn Moriarty) comes this innovative new technique for exploring the stages of group development, teambuilding, and an immersive natural experience.	Jim Cain, Teamwork & Teamplay & Shawn Moriarty, A Single Footstep
Educational Session 6	Saturday, April 1	10:45 am - 12:00 pm	The Black and Brown Experience	Did you know Black and Brown campers and staff members have a different experience at camp? Of course, it depends on the camp. Of course it depends on the location of the camp. Of course, it depends on the camper and/or staff member. This session will explore what it takes to welcome and create a sense of belonging to Black and Brown campers and staff members. We will discuss language, behavior, and expectations camp professionals put on Black and Brown folks and what we put on ourselves. Change the narrative to match the reality.	Doug Sutherland, Doug Sutherland Consulting & Tyriq Howard, Brantwood Camp



**ACA, New England 2023 Camp Conference Sessions**

Session Block	Date	Time	Session Title	Session Description	Speakers
Lunch & Learn C	Saturday, April 1	12:15 pm - 1:00 pm	A Tale of Two Citi- err Camps: The Dichotomy of Tech at Summer Camp	To tech or not to tech (at camp)? From cell phones to camera drones - camp professionals across the nation have been split on whether or not to allow technology at their homes away from home. As we exist in tandem with pandemic, words like "zoom" have become a verb and we put increasingly more value into limiting screen time for our youth. However, Nelson begs to question what opportunities we are missing and who are we excluding by taking such a stark stance for or against technology. Join Nelson, a Tech Camp Operations Director, as he encourages you to take a deep look into your opinion of the benefits and costs of technology at camp. Nelson will challenge the existing perspectives of the role technology plays in camp programming.	Nelson Strickland, TIC Summer Camp
Lunch & Learn C	Saturday, April 1	12:15 pm - 1:00 pm	Back to Nature: Bringing Appreciation of the Outdoors into Non-Nature Activities	Whether working at a residential camp or a day camp, staff work hard to instill a sense of appreciation for the natural world in their campers. However, with so much variety in programming and activities, we often take for granted the beauty and wonder that surrounds us. In a camp filled with sports, swimming, and friendship bracelets how can we ensure that all campers are getting the chance to learn about the great outdoors? In this session we will be discussing tips and tricks for bringing nature into every aspect of our camp life. Learn how to put an emphasis on the natural world by incorporating it into your already successful daily plans.	Allyson Gilbert, Camp Susan Curtis
Lunch & Learn C	Saturday, April 1	12:15 pm - 1:00 pm	Kindred Group: Women in Camping	Have you wondered what Women in Camp is all about? Did you know this gathering of camp pros includes folks of all genders? Did you know there is an annual Women in Camp Summit? During this session, connect with folks who want to learn more about what Women in Camp are up to, experience a brave space, and discover what this unique professional community offers to the camp industry. You might even make a friend! All genders are welcome at this session.	Megan Lynch, Camp Aldersgate
Lunch & Learn C	Saturday, April 1	12:15 pm - 1:00 pm	Round Table Discussion: Another World Crisis in Current Affairs? The Show Must Go On	No matter how prepared we may be going into a summer, it feels like some crisis, major catastrophe, or other apocalyptic event seems to strike. This sends our staff (and maybe ourselves too) reeling. During this session, participants discuss how they have managed their staff by providing support, offering outlets for self-expression, and seeking opportunities for calls to action. As much as our camp bubble may be a place of respite, the outside world always seems to find a way in. We can't ignore it--so, instead, let's talk how we can be the best managers possible even when the world feels like it's on fire.	Stephanie "Ruby" Compton, Ruby Outdoors LLC
Lunch & Learn C	Saturday, April 1	12:15 pm - 1:00 pm	Round Table: Oh Wait, You are a Seasonal Camp Professional?	Just because you are seasonal doesn't mean you can't be a camp professional. Occasionally the summer is all the time you can give, due to a variety of reasons like college, family commitments, distance, and other careers. We will explore the different ways to stay involved while balancing those commitments, how to continue to seek growth during the summer, and how to build a resume to potentially move into a year-round position. Join a panel of what we like to call "seasonally year-round" camp professionals to discuss and workshop how to navigate being seasonal camp professionals.	Brandon Brichetto, Dakota Warren, & Megan LaCroix, Camp Susan Curtis
Lunch & Learn C	Saturday, April 1	12:15 pm - 1:00 pm	Round Table: Your Legal Questions Answered	As we plan for each summer, camp professionals run into daily legal questions: Should we update our contracts with families? Should parents sign a waiver? Can we mandate employee vaccinations? Should we rethink our retreat agreements? The list goes on and on. This session provides an open forum to discuss your legal questions with Isaac Mamaysky, the founder/director of a large overnight camp and partner in Potomac Law Group, which has a practice team dedicated to the camp industry.	Isaac Mamaysky, Potomac Law Group
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	Bottle Cap Crafty Bash	Help save to world and our oceans one creative bottle cap project at a time. We're going to be upcycling plastic bottle caps of many sizes into useful and decorative projects. We'll be gluing, cutting, poking, and shaping the caps into unique crafts and masterpieces. Come learn and do 3-4 projects but leave with ideas for plenty more ways to use plastic bottle caps and keep them out of our oceans.	Jen Hargrave, Camp Quest Inc
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	Building Inclusive Spaces: Combatting Microaggressions	This workshop is designed to have participants unpack what microaggressions are, how they impact camp culture and climate, and develop tools to combat them. This workshop allows participants to reflect and analyze ways in which power dynamics perpetuate microaggressions and create solutions for a more inclusive camp space.	Nicholas Sailor, Boys & Girls Clubs of America
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	Dealing with Challenging Behaviors Through a New Lens	Being disability inclusive takes intentional work to ensure that ALL are successful. But... we recognize some children may be more challenging, requiring different mindset and strategies to set them up for successful participation and belonging. From working with families and tips for an effective intake process, to staff training and strategies on dealing with challenging behaviors, attendees will have the tools to avoid suspension practices.	Lisa Drennan, MERGE Diverse Abilities Inclusion Consulting
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	Developing a Health and Sexuality Education for Teens at Camp, From Scratch	Comprehensive health and sexuality education is a vital way to support healthy growth in pre-teens and teens. Offering such education at summer camp allows youth to be curious and learn in a space where they feel comfortable. In this session, we will share about our first summer with a Sexuality Education program at Friends Camp. We will share the goals behind this program, the priorities of the curriculum, and takeaways from its first iteration. The focus of the curriculum is for campers to gain skills in communication and consent, particularly when it comes to communicating about their own body. We will talk about developing this curriculum, what worked well, and what we learned. There will also be time for questions.	Evelyn Kirby, Friends Camp, Anna Hopkins, Friends Camp
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	Empowered Leadership - Creating an Action Plan	How many times have you found yourself excited about something you learn from your conference, only to go home, and fail to create change? Instead of tricking ourselves with "SMART" goals, we're going to embark on making our leadership journey SMARTER. Because this is one of the last workshops of the conference, we will use this session to take time to reflect back on what was most valuable from your time at the conference, articulate that into visions and goals, and set yourself up for success. Come by yourself or with your team!	Anthony Le, PVTL Moments
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	It's not Quiet Quitting. It's Masterful Boundary-Setting	While camp directors are skilled at telling campers where they can and cannot go on camp property, camp pros are also notoriously terrible at setting interpersonal boundaries in lives in and out of work. This session is a masterclass on boundary-setting and how to do it in a way that feels good for everyone involved. Come prepared to practice having these conversations and to learn fundamental ideas that will make setting boundaries something you are excited to do.	Stephanie "Ruby" Compton, Ruby Outdoors LLC
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	No Plan, No Problem: How to Teach the Art of Magical Moments	Sometimes things aren't going as planned. The arts and crafts activity you spent a bunch of time planning just isn't hitting. So what's next? In this session we'll explore ways to pivot, improvise, and adjust to ensure your campers are getting into things they're actually enjoying - even if it's not the activity we thought they'd love.	Nelson Strickland, TIC Summer Camp & Paige Moffett, Change Summer/The Summer Camp Society
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	The Renewed Value of Icebreakers in a Post-Pandemic World	Teambuilding Guru Dr. Jim Cain shares his favorite collection of ice-breakers and get-acquainted activities through the lens of re-building, re-connecting, and re-engaging camp staffs, campers, and communities.	Jim Cain, Teamwork & Teamplay
Educational Session 7	Saturday, April 1	1:30 pm - 3:00 pm	Understanding and Managing Anxiety at Camp	This training will not only explain what anxiety can look like in different people, as it is not always obvious. It will also teach you how to teach this to your counselors and staff. It will explain how anxiety works and how it effects how one thinks, feels and behaves. You will learn strategies to support a child (and counselor) who is anxious, worried, or is home sick. You will have the skills to teach your staff how to identify anxiety in children and support them through it. Most importantly you will learn concrete ways to manage your own stress and anxiety. The skills you will learn will help you, your staff, and and your campers in managing anxiety, stress, and big emotions.	Jill Vetstein, Jill Vetstein LICSW Private Practice