

Northland News

March 2008

Northland Section Board Officers & Staff:

Laurie "Chet" Tschetter; President	952-852-0108
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Bill Jones: Treasurer/Bookkeeper	952-922-2545
Kirsten Addison: Secretary/Newsletter	800-450-2241
Maria Schugel: Executive Director	612-805-0991

Dear Northlanders,

This year's Top Ten Things I learned at the ACA National Conference:

10. It is a really good idea to have the lifeguards who guard on the lakefront be certified in "Waterfront" also. It is a separate certification that goes beyond the typical lifeguard certification.
9. Dr. Michael Thompson spoke about "The Paradox of Parents". He says that camp works because parents aren't there. It works because campers interact with campers and the counselors. The camp environment and support they get from the camp community allows campers to try new things that they would not try when they are with their parents.
8. Dr. Rick Rigsby had several tidbits of wisdom. This is the one that I really have to work on. "It is better to be an hour early than one minute late."
7. Dr. Michael Thompson tells us that many of today's teens consider their parents among their best friends and they are connected through constant communication with cell phones and email.
6. Check out www.coughsafe.com and you'll never cough or sneeze into your hand again.
5. The "Leave No Trace" program has regional trainers who will do a one day training for free. If you are an ACA Accredited Camp, you will get preferred treatment in scheduling. Anyone interested in having a training for our section?
4. ACA has a new one day training module, "New Directors Orientation" that will be available soon to all sections. Are you interested in becoming a trainer for our section?

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American Camp Association, Northland Section

11704 Emery Village Dr N
Champlin, MN 55316
763-784-5400 (phone & fax) or
1-800-842-0308
Email: acanorthland1@msn.com
Web page: www.acanorthland.org

Office Hours:

Monday-Friday
7:30—8:30 am
3:45—5:30 pm

Next Month's

Newsletter Deadline:

March 21, 2008

2007—2008 ACA Event Calendar

***All events to be held at Camp Elk River unless otherwise noted.**

For directions, please contact Robin at the section office.*

October 9, 2007

Marketing

Speaker: Joanna Warren Smith

When: Registration to begin at 8:30 am
Lunch Provided
Workshop ends at 3:30 pm

Cost: \$55 per person for members of ACA
Northland—individuals & those staff
from accredited camps
\$60 for all other guests

Board Meeting 3:45—5:45 pm

November 13, 2007

Programming to Improve Youth Experiences

When: *Postponed to a later date*

Cost: \$10 per person

The Standards portion of this meeting will still be held

Standards Course for camps with 2008 Visit

When: 9am-3:30 pm
Lunch Provided

Cost: \$10 per person

November 14, 2007

Board Planning Day 9 am—4 pm
(lunch provided)

December 11, 2007

Annual Meeting

When: Board meeting from 12:30-2:30 pm
Registration to begin at 2:30 pm
Dinner Provided
Meeting to end around 8:00 pm

Cost: \$10 per person

January 8, 2008

Diversity

When: Registration to begin at 9 am
Lunch Provided
Workshop Ends at 2:30 pm

Cost: \$10 per person

Board Meeting 2:45—4:45 pm

January 14, 2008

Standards Course for Camps with 2008 Visit

When: 9:30 am—3:30 pm
Lunch provided

Where: Luther Crest Bible Camp, Alexandria, MN

Cost: \$10 per person

February 9, 2008

Standards Course for Camps with 2008 Visit

When: 9:30 am—3:30 pm
Lunch Provided

Where: Eden Wood, Eden Prairie, MN

Cost: \$10 per person

February 12, 2008

Emergency Planning

When: Registration to begin at 9 am
Lunch Provided
Workshop ends at 2:30 pm

Cost: \$10 per person

February 13, 2008

Board Meeting

When: 10 am—12 pm

Where: Phone conference as needed

March 11, 2008

Spring Workshop

When: Registration begins at 8:30 am
Lunch Provided
Day ends at 3:30 pm

Cost: \$15 per person

Standards Committee Meeting

When: During lunch at workshop

Board Meeting 3:45—5:45 pm

**Register for events by contacting Robin at the
section office:**

Phone: 763—784-5400 or 800-842-0308

Email: acanorthland1@msn.com

ACA Northland Section Spring Workshop
March 11, 2008
Camp Elk River, Elk River, MN (see page 4 for map)
10775—237th Ave., Zimmerman, MN

8:45	Registration Begins
9:15	Brief welcome and opening thought
9:30	Session I
10:30	Session II
11:30	Session III
12:30	Lunch
1:30	Session IV
2:30	Session V (Large group discussion)
3:30	Adjourn

Cost for the day's event is \$15 per person

RSVP with Robin at the ACA office by **March 7**

763-784-5400 or 1-800-842-0308 or acanorthland1@msn.com

Topics to be discussed probably will include but are not limited to:

- Transportation/Insurance
- Camperships/Scholarships, how to give your hard earned/raised \$ away...
- Technology policies
- Hot Topics, such as GLBT, working with kids with Asperger's Disorder, issues with boys.
- Fundraising/Grants/Community partnerships
- Tripping Issues
- Communicable Diseases such as MRSA
- Eating Disorders
- Healthy Living
- Peer/Peer Abuse
- Interviewing/Incentive Based Hiring

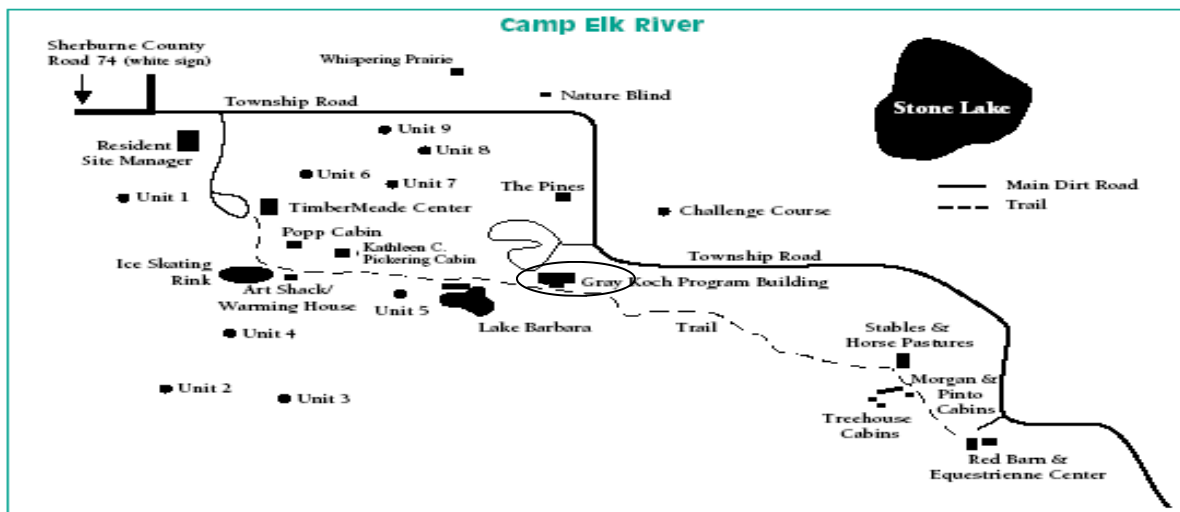
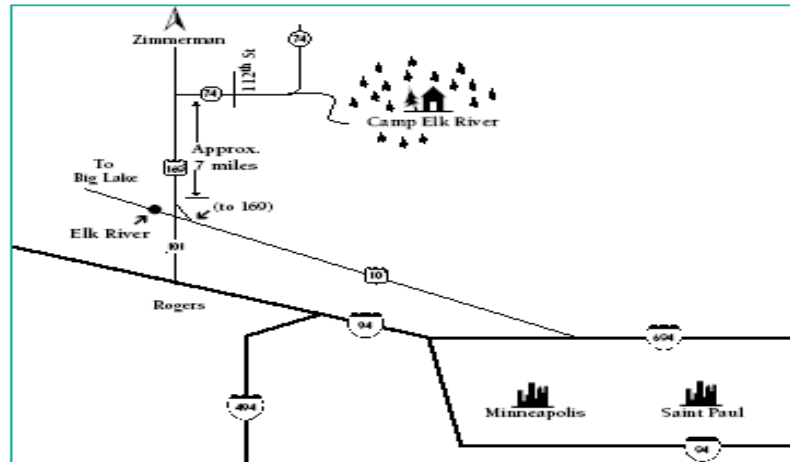
Note: Session V will be an hour long panel discussion on facebook & myspace

MAP TO CAMP ELK RIVER, 10775-237TH AVE., ZIMMERMAN, MN

Camp Elk River Maps

Directions to Camp Elk River from Minneapolis/St. Paul

Travel west on Interstate 94 to Rogers, exit Highway 101. Go north on Highway 101 toward Elk River, where Highway 101 becomes Highway 169. Continue north on Highway 169 (following sign to Princeton and Cambridge) to Sherburne County Road 74. Turn right on Sherburne County Road 74 and drive about 1 mile to gravel road. Follow gravel road past site manager's home to the program area you have reserved.



Directions to Camp Elk River from Minneapolis:

Travel west on I-94 to Rogers, exit Highway 101. Go north on 101 to Elk river, where 101 forms into US 169. Continue north on US 169 to Sherburne County Road 74. Turn right on County Road 74 (237th Avenue) and go about 1 mile to gravel road. (County Road 74 continues onto the left.) Continue on the gravel road past the site manager' home on the right. The road will curve to the right. Then turn right at the Lake Barbara sign.

Continue straight ahead to the **Gray Koch** Program building. The parking lot is on the right.

3. Sally Jewel, the CEO for REI reminded us that today's youth spend 46 hours a week in front a screen.
2. The face of the National Board of Directors will change to include more individuals from other youth development organizations, parents and youth. This step is necessary to avoid a future of "Public or Parish."
 1. Peg Smith, our CEO told us of the Five Brutal Truths about the ACA.
 - ACA stand on three pillars: nature, real relationships and promise of life skills.
 - We serve too few. Ten million people go to camps, only three million of those people attend ACA camps.
 - Many parents don't embrace camp because they haven't had the camp experience.
 - Our ACA community doesn't look like the world around us. This has to change.
 - We need the public to know that camps are essential in human development.

I look forward to seeing you all at the March meeting and Mid-States in April.

Respectfully,

Laurie "Chet" Tschetter

ACA Northland President - Volunteer

Northland Notes and Tidbits

Mid States Camping Conference, April 10-12, 2008
Learn Together, Grow Together : Our Campers' World
Pheasant Run Resort, St. Charles, IL

www.acamidstates.org

New this year: Recommend an exhibitor who comes to the 2008 conference and get FREE conference registration for an individual or group! Contact Michelle Scanlan with any questions, michelle@acamidstates.org.

Northland Breakfast Club

Please be a part of the Northland Breakfast Club, now in it's 5th year! Join us for delightful discussion, fabulous food, entertaining exchange, and notorious networking. We meet on the 4th Tuesday of the month, at 8:00 AM, at the Best Perkins in the World in Edina at Hwy 100 and 50th. Come whenever you can. Bring a friend or colleague. See you there!

Here are this year's dates:

March 25, 2008

April 22, 2008

To get on the email list for monthly reminders, contact Laura Nolan at laura@lincoln-lakehubert.com

Northland Notes and Tidbits

... Continued from page 5

Group Buying

This is another member benefit from the section for purchasing a wide variety of equipment for Camp use at discounted prices. Items like tents, packs, canoes, kayaks, paddles (wood & plastic), life vest, compasses, sleeping bags, ammunition, back-packs to list a few items.

More information will be coming out the 1st part of March in regard to things offered and pricing.

Watch your mailbox.

Hospitality

Hospitality is still looking for volunteers to help out with the March meeting. We are looking for someone to work the registration table, someone to be a greeter, and someone to provide the morning refreshments. If you are interested in any of these opportunities please contact Jennifer Tschida at 507-344-4757 (metro number) or at jennifert@gscv.org.

Looking for a Job?

Consider one of Minnesota's many vibrant non profit organizations

The Minnesota Council of Nonprofits has a host of resources available to help you in your nonprofit job search.

- Nonprofit Job Board (www.mncn.org/jobs)
- Nonprofit Job Seekers Guide
- Nonprofit Management Trainings
- Minnesota Nonprofit Salary and Benefits Survey
- Minnesota Nonprofit Directory

Don't forget about our section web site! www.acanorthland.org. It has many good links as well as a bulletin board for section members.

STANDARDS

Keeping Updated with Standards

Keep your ACA Accreditation Process Guide updated with the latest revisions. You will need to download the revisions made by the National Standards Commission and update your book which can be found on the ACA website at <http://www.acacamps.org/accreditation/interpretations.pdf>. Additional Guides can be ordered from Health Learning at 888-229-5745.

Records Retention Schedule

Are you always wondering how long you should keep records? Here is the information that was given to us by an accountant from <http://www.sba.gov/gopher/Business-Development/Success-Series/Vol1/Prof/profl1.txt>. As with all information, you may want to get advice from your accountant or attorney.

Accident reports/claims (settled cases) 7 years

Accounts payable ledgers and schedules 7 years

Accounts receivable ledgers and schedules 7 years

Audit reports Permanently

Bank reconciliations 2 years

Bank statements 3 years

Capital stock and bond records: ledgers, transfer registers, stubs showing issues, record of interest coupons, options, etc. Permanently

Cash books Permanently

Charts of accounts Permanently

Checks (canceled-see exception below) 7 years

Checks (canceled) for important payments, i.e. taxes, purchases of property, special contracts, etc. Checks should be filed with the papers pertaining to the underlying transaction Permanently

Contracts, mortgages, notes, and leases

(expired) 7 years

(still in effect) Permanently

Correspondence (general) 2 years

Correspondence (legal and important matters only) Permanently

Correspondence (routine) with customers and/or vendors 2 years

Deeds, mortgages, and bills of sale Permanently

Depreciation schedules Permanently

Duplicate deposit slips 2 years

Employment applications 3 years

Expense analyses/expense distribution schedules 7 years

Financial statements (year-end, other optional) Permanently

Garnishments 7 years

Journals Permanently

Magnetic tape and tab cards 1 year

STANDARDS CONTINUED

Minute books of directors, stockholders, bylaws, and charter Permanently

Notes receivable ledgers and schedules 7 years

Option records (expired) 7 years

Patents and related papers Permanently

Payroll records and summaries 7 years

Personnel files (terminated) 7 years

Petty cash vouchers 3 years

Physical inventory tags 3 years

Plant cost ledgers 7 years

Property appraisals by outside appraisers Permanently

Property records, including costs, depreciation reserves, year-end trial balances, depreciation schedules, blueprints, and plans Permanently

Purchase orders (except purchasing department copy) 1 year

Purchase orders (purchasing department copy) 7 years

Receiving sheets 1 year

Retirement and pension records Permanently

Requisitions 1 year

Sales commission reports 3 years

Sales records 7 years

Scrap and salvage records (inventories, sales, etc.) 7 years

Stenographers' notebooks 1 year

Stock and bond certificates (canceled) 7 years

Stockroom withdrawal forms 1 year

Subsidiary ledgers 7 years

Tax returns and worksheets, revenue agents' reports, and other documents relating to determination of income tax liability Permanently

Time books/cards 7 years

Trademark registrations and copyrights Permanently

Training manuals Permanently

Union agreements Permanently

Voucher register and schedules 7 years

Vouchers for payments to vendors, employees, etc. (includes allowances and reimbursements of employees, officers etc., for travel and entertainment expenses) 7 years

Withholding tax statements 7 years

STANDARDS CONTINUED

Minnesota Law Requires Employers to Give New Hires Written Notice Of Personnel File Rights
By [Megan Anderson](#) and [Sitso Bediako*](#) Taken from http://www.gpmlaw.com/law/page_128_12_269.htm

The Minnesota legislature recently enacted a new Minnesota law that employers will need to add to their compliance to-do lists by January 1, 2008. The new law, S.F. 221, requires an employer to inform all new hires, in writing, of their personnel file rights under Minnesota law. While the new law does not specify the method by which notice must be given, one practical option might be for employers to provide notice through their employee handbook. (Employers who choose to revise their handbooks to address this new Minnesota law might want to take this opportunity to update or add other policies. See article below, *Is Your Employee Handbook Updated?: Policies To Consider Revising or Adding.*)

New Law's Requirements

The new Minnesota law, which will be codified at Minnesota Stat. § 181.9631 and becomes effective January 1, 2008, states that employers must provide written notice to a job applicant upon hire of the rights and remedies provided in Minnesota's statutes governing personnel records (Minnesota Stat. §§ 181.960 to 181.965). Minnesota's personnel file laws (located at http://www.revisor.leg.state.mn.us/bin/getpub.php?pubtype=STAT_CHAP&year=current&chapter=181#stat.181.960.0) generally provide that:

- A "personnel record" includes such things as any job application, payroll, discipline, performance, attendance, and employment history data, but a record does not include such things as written references, information relevant to ongoing civil or criminal investigations, results of employer testing, or medical records.
 - Employers must, upon receiving a good faith written request, provide a current employee an opportunity to review his/her personnel file up to once every six (6) months during normal hours of operation. Employers must also provide an accurate copy of the file free of charge if the employee makes a written request for a copy following the review. Employers must also, upon receiving a good faith written request, provide a former employee with an accurate copy of his/her personnel file free of charge up to once a year after termination.
 - Employers must generally comply with written file requests within seven (7) business days. If the employer refuses, an employee may bring a civil cause of action to compel compliance and may recover actual damages plus costs. In addition, the Department of Labor & Industry can enforce the statutes and seek additional remedies and impose fines.
 - An employer may not retaliate against an individual for exercising personnel file rights, and an employer who does retaliate may be liable for back pay, reinstatement, attorneys' fees and other make-whole relief.
 - Employers must allow a current or former employee to submit a written statement to the personnel file if the file contains any disputed information which the employer and employee cannot agree to remove or revise. The law also protects employers from certain claims of defamation when employees have not exercised their rights to dispute file information.
 - Information omitted from a personnel file is excluded from legal proceedings unless the information was unintentionally omitted and the employee has a reasonable opportunity to review the information before its use.
- Employers with fewer than twenty (20) employees are excluded from the new law's notification requirement. In addition, the new law does not extend to a state agency, statewide system, political subdivision, or advisory board or commission that is subject to Minnesota Government Data Practices Act (Minnesota Stat. Ch. 13).

STANDARDS CONTINUED

Possible Forms of Notice

Other than requiring *written* notice, the new Minnesota law does not specify the method by which employers should provide the required notice to new hires. In addition, the law provides no detail regarding the contents of the required notice, leaving employers to determine how to provide notice and whether to provide the verbatim language of the Minnesota personnel records statutes or to provide a summary of the rights and remedies that must be disclosed. Employers should consult with their legal counsel to determine how, within their unique workplaces, to provide sufficient notice to comply with the law.

One unanswered question is whether an employer might comply with the new law by prominently posting the verbatim language of the personnel records statutes, or the employer's accurate summary of the laws, in the workplace. Because a posted notice might not be seen by each new hire, it is not clear whether this form of notice would comply with the new law. Interestingly, an earlier proposed draft of the new law contained posting language, but this language was not included in the final bill. Individualized notice to each new hire may be a safer choice under the new law until further guidance on the law emerges. An employer might consider, however, posting a notice along with giving individualized notice. To be effective, any such posting should be placed in one or more prominent locations in the workplace, and be of such a size, coloring and typeface to attract attention.

With respect to individualized notice, an employer might consider providing each new hire the verbatim language of the personnel records statutes or an actual copy of the statutes upon hire, perhaps during orientation. Alternatively, an employer might, with the assistance of counsel, prepare an accurate written summary of the statutes' rights and remedies. Whichever form of notice is used, new hires should be asked to sign a prepared acknowledgment form stating that they have been provided with and have read the required notice. This signed acknowledgment form should then be maintained in the employee's personnel file as proof that the required notice was given individually to each new hire. While this method would allow proof of compliance with the statute for each new hire, one downside is that it creates added paperwork in a new hire's orientation process.

Another alternative might be to provide the required written notice through a policy in the employer's handbook and to have new hires sign a written acknowledgment that they have been provided with and have reviewed the entire handbook. Because many employers already maintain handbooks and require a signed acknowledgment by each new employee that the individual has received and read the handbook, this option may be a practical form of notice for many employers. As for the policy's contents, an employer could choose to reprint the statutes verbatim. Because the statutes are lengthy, however, an employer might also consider working with legal counsel to draft a policy accurately summarizing the rights and remedies at issue.

Is Your Employee Handbook Updated?: Policies To Consider Revising or Adding to Your Handbook By Megan Anderson and Sitso Bediako*

Employment law and business practices are constantly changing and evolving. As such, it is important for employers to routinely review employee handbooks to update existing policies and add new policies responsive to legal and business developments. When employers are updating an employee handbook, they should think about changes in their own internal business practices that might warrant a handbook update. In addition, employers should consider researching best business practices to determine if policy revisions or new policies should be implemented. Finally, employers should consult legal counsel on legal developments that may warrant revisions to existing policies or the addition of new handbook policies.

While not exhaustive, the following are some policies an employer may want to revisit or add to its handbook based on more recent business and legal developments:

STANDARDS CONTINUED

- *Personnel Records Access Policy.* Starting January 1, 2008, Minnesota law will require employers with at least 20 employees to inform new hires in writing of their rights and remedies under Minnesota's personnel record laws. (See *Minnesota Law Requires Employers To Give New Hires Written Notice Of Personnel File Rights.*) One way of complying with the law would be to add the necessary language to the employee handbook.
- *Social Media Technology Policy.* The growth of blogs and social networking websites, such as myspace.com, is changing the way people communicate. While some of these changes can be good for organizations, employers may also experience problems, such as decreased productivity stemming from employee visits to these sites during business hours or individuals using social websites to disclose proprietary information, disparage the employer, and/or harass other employees. As such, some employers are implementing policies setting forth the boundaries of acceptable uses of social networking sites.
- *Fair Labor Standards Act (FLSA) Safe Harbor Policy.* Under the FLSA, an employer may be entitled to a safe harbor from erroneous deductions taken from an exempt employee's salary if the employer has implemented and followed a safe harbor policy for correcting such mistakes.
- *Document Retention/Destruction Policy.* In light of the increase in electronic data in the workplace and new court rules regarding the discovery of this data in legal proceedings, employers should consider revisiting or creating document retention and destruction policies. Such a policy may help prevent important documents from being inadvertently destroyed and may help provide a defense against destruction of evidence claims in legal proceedings if a requested document was destroyed according to the policy before the legal proceeding was pending or anticipated.
- *Paid Time Off (PTO)/Vacation Policy.* The Minnesota Court of Appeals recently issued a decision in the *Lee vs. Fresenius Medical Center* case, providing that an employer may not have a policy that results in an employee forfeiting earned, but unused PTO/vacation time. While this opinion is being reviewed by the Minnesota Supreme Court, pending the outcome of that review, the Court of Appeals decision is the law in Minnesota. As such, employers should review their current vacation, PTO, and/or sick leave policies and practices for legal compliance issues and possible revisions.
- *Non-Retaliation Policy.* The U.S. Supreme Court recently issued a decision loosening the standard for employees to prove retaliation by an employer. As a result, employers may want to consider developing a stand-alone non-retaliation policy that specifically includes a means for reporting and addressing an employee's retaliation concerns.
- *Military Leave Policy.* In January 2006, new regulations regarding the Uniformed Services Employment and Reemployment Rights Act (USERRA) were issued. As such, employers should consider reviewing their military leave policy to make sure it is in compliance with the new USERRA regulations.

*Megan Anderson is a principal at Gray Plant Mooty, practicing in the Employment Law Practice Group. Sitso Bediako is a law student at the University of Minnesota Law School and a 2007 summer associate with Gray Plant Mooty.

Please contact **Megan Anderson** or another member of the Gray Plant Mooty **Employment and Labor Law Practice Group** should you have any questions regarding this information.

The Employment Edge is a periodic publication of Gray, Plant, Mooty, Mooty & Bennett, P.A., and should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general information purposes only, and you are urged to consult an employment lawyer concerning your own situation and any specific legal questions you may have.

ACA Northland spearheads support of a National Public Awareness Project

Please read the following position paper and if you and your camp find it an important issue we encourage you to donate to this cause!

ACA National Public Awareness – A grass roots driven action project

Public awareness and promoting the positive messages about the camp experience through a clear loud voice is the driving force necessary for our camp industry to move forward. It needs to be our top priority.

The ACA Northland Section believes there is a lack of a proactive public awareness effort from ACA National, and this should have a substantially higher priority. We expressed this fact over a year ago in a letter to the members of the National Board and Section Presidents. We recently sent a letter to the editor of Camping Magazine expressing a similar message, which will be printed in the upcoming edition of the magazine. At the 2007 November meeting, the National Board did authorize \$ 40,000.00 that could be used by Peg Smith, CEO, to initiate a more proactive public awareness effort. This is a start, but unfortunately is not enough money to fund the initial project.

Peg Smith has contracted and is working with Fleishman & Hillard (Boston) for about \$120,000.00 to accomplish the details of “**A Call to Action**” proactive plan for increased public awareness of camping with the following components, all to be accomplished within a 6 month timeframe:

- 1 – Secure at least one national broadcast opportunity for our CEO by May 08 (examples: Oprah, Today Show, Good Morning America, Dr. Phil, Ellen Degeneres, Tyra Banks, etc)**
- 2 – Secure at least one national media print opportunity (contemporary parent magazines) targeted article by May 08 (examples: Today’s child, Better homes and Gardens, Parenting, the Oprah Magazine, Psychology Today, Family Fun, etc.)**
- 3 – Secure at least two editorials in major magazines by June 08**
- 4 – Grow ACA’s monthly media impressions by a minimum of 5% each month starting March 08**
- 5 – Secure at least three external speaking engagements for this year through speaker’s bureau exposure to be established by May 08**
- 6 – Develop a micro web site for parents to be launched by July 08 to provide sound child/youth development tips and drive traffic to www.campparents.org and “Find A Camp”**
- 7 – Using vehicles such as you-tube, mini-sites, pod-casts, and blogs to reach campers, parents, and staff for increased social networking opportunities driving the camping message**
- 8 – Engage conversations with no less than three major companies or organizations willing to entertain joint promotional strategies**
- 9 – Aggressive development of a public donor base in order to support local camp scholarships and ACA’s capacity to influence public audiences**

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Therefore, we are asking members, sections, friends, staff, or interested persons who believe that **camping needs a louder voice in the public arena** to join us to help raise the needed additional \$80,000.00 for the specific and only purpose of enabling our CEO to accomplish the above plan in the next 6 months.

Our goal is to get about 200 people, giving up to \$500.00 each to fund this project. Contributions are tax deductible and should be made out to "ACA - A Call to Action". All the money raised will go directly to, and only to, this public awareness campaign. There has never been a greater need to inform the public about the value of a camping experience, and from now to August is a prime timeline for all camps. We ask for your support no later than the end of April.

At the end of the 6 month period, a report from our CEO including concrete, measurable results and performance from the plan will be sent to each contributor and to the National Board. The report will include recommendations for follow up steps. At that point, ACA Northland and other interested parties will request the ACA National Board to again reconsider making ACA's public awareness campaign a top priority based on the results of this effort.

ACA's E-Institute-Coming Soon!

American Camp Association's (ACA's) E-Institute will debut with Web-based courses for camps and other youth development programs.

Featuring:

- Program Improvement (based on the new ACA book, Designing Quality Youth Programs)
- ACA Camp Standards
- Camp Is for the Camper
- More to come!

Staff Training at Its Best!

Imagine being able to have the best camp trainers and consultants available for your staff orientation.

Now you can., with the May/June issue of *Camping Magazine*!

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BOARD OF DIRECTORS NORTHLAND SECTION-AMERICAN CAMP ASSOC. Jan. 2008-Dec. 2008

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John Koch 12/31/09 jkoch@ymcastpaul.org	612-465-0564	532 County Rd. F Hudson, WI 54016	
Cherie LeTourneau-Shearer 12/31/09 snowgirlzen@gmail.com	218-393-8658 (cell)	3052 S. Old Hwy 23 Superior, WI 54880	Mid States Rep.
Russell Link 12/31/08 russ@campolson.org	218-363-8411	4160 Little Boy Rd. NE Longville, MN 56655	Program/Education
Tara Markley 12/31/10 TaraM@campfireusa-mn.org		Camp Fire USA	
Laura Nolan 12/31/08 laura@lincoln-lakehubert.com	951-922-2545	10179 Crosstown Circle Eden Prairie, MN 55344	Mid-States Representative
Michelle Scanlan 12/31/08 michelle@acamidstates.org	715-781-5644		Mid States Membership Chair
Allison Spenader 12/31/10 spenader@cord.edu	952-647-4364	Hamlin Park Plaza # 201 St. Paul, MN. 55104	
Rocco Wilson 12/31/10 rocky.wilson@mnumc.org	612-230-6130	122 W. Franklin Rm. 400 Minneapolis, MN 55404	Membership
Pam Wurster, 12/31/09 pwurster@girlscoutsmpls.org	763-971-4049 Fax # 763-535-7524	5601 Brooklyn Blvd. Minneapolis, MN 55429	Hospitality
Appointed to the Board until 12/31/08 They are serving as Standards Co-Chairs			
Jeff Beltz jeff@campfoley.com	218-543-6161	9303 Father Foley Dr., Pine River, MN 56474	
Marie Schmid marie@campfoley.com	218-543-6161	9303 Father Foley Dr., Pine River, MN 56474	

NORTHLAND SECTION OFFICERS

Updated 3/08

TERM EXPIRES

Laurie "Chet" Tschetter	President	952-852-0108	12/31/2010
Open Position	VP Operations		
(Public awareness, public policy, standards, conflict resolution web-site teams & Nominating)			
Laura Nolan	VP Services	952-922-2545	12/31/2008
(Awards & recognition—Mid-States, Program/education, Section structure, hospitality and membership teams)			
Kirsten Addison	Secretary	218-759-2866	(Minutes) 12/31/2007
Bill Jones	Treasurer/Bookkeeper	952-922-2545	(Budget/Finance) 12/31/2008

NORTHLAND SECTION DELEGATES

Bill Jones	952-922-2545
Laurie "Chet" Tschetter	952-852-0108
Pam Wurster	763-971-4049

NORTHLAND SECTION STAFF

Exec. Secretary Robin Buller:	763-784-5400 or 800-842-0308
	(office functions, data processing, correspondence)
Exec. Dir-Maria Schugel	612-805-0991
	(organization, communication & follow up)

STANDING COMMITTEES:

MEMBERSHIP -

Chair : Michelle Scanlan	715-781-5644
Rocky Wilson	612-230-6130
Melissa Kuisle	952-852--0101
David Jeremiason	218-678-2325

STANDARDS - Marie Schmid, Co Chair

218-543-6161
Jeff Beltz, Co Chair
218--543-6161
Tom Bauer
952-930-3544
Esther Schak
612-874-7817
Bill Jones
952-922-2545
Roger Upcraft
763-588-0811
Lori Johnson
952-935-3961
Bob Gagner
763-230-9315
Lois Carlson
763-572-1806
Laurie Tschetter
952-852-0108

PROGRAM/EDUCATION-MEETINGS

(Organize, set up program & speakers, topics & details for monthly meetings)

Russ Link	218-363-8411
Aaron Bergad, Chair	763-230-9314

CONFLICT RESOLUTION

- Bob Gagner, Chair: 763-230-9315

SECTION STRUCTURE

- Position Open

NOMINATING COMMITTEE:

Russ Link	218-363-8411
Michelle Scanlan	715-781-5644
Ruggs Cote:	952-922-2545
Megan Poe	218-586-8723
Bob Gagner	763-230-9315

HOSPITALITY:

Jennifer Tschida	800-344-4757
Pam Wurster	763-971-4049

FUNDS COORDINATOR:

John Duntley	612-751-4150
Kathy Jurichko	612-781-6011

WEBSITE - Jeff Beltz, chair
Tim Edmonds

218-543-6161
952-967-0111

PUBLIC AWARENESS

Georgann Rumsey 320-274-8376 (media/press issues/events)

PUBLIC POLICY

Jenny Delaney, Camp Foley 218-543-6161

MID STATES CONF. REPS.
Shearer

Michelle Scanlan michelle@acamidstates.org; Laura Nolan 952-922-2545 & Cheri LeTourneau-
218-393-8658 (cell)

11704 Emery Village Dr N
Champlin MN 55316

First Class Mail

2007—2008 Upcoming Calendar of Events

March 11 Monthly Meeting

April 10 Mid States Camping Conference