2011 Camp Emerging Issues Survey

SurveyMonkey

1. With regards to the camp situations you have faced over the past three years, please identify how important the following "issue areas" are to you.

	Very Unimportant	Unimportant	Important	Very Important	N/A	Rating Average	Respons Count
Security of Camp Property	3.7% (8)	17.1% (37)	**43.5% (94)**	35.2% (76)	0.5% (1)	3.11	2
Parent involvement and communication	1.4% (3)	4.6% (10)	39.2% (85)	**54.4% (118)**	0.5% (1)	3.47	2
Medical Insurance and Medication	1.8% (4)	10.6% (23)	**54.8% (119)**	30.4% (66)	2.3% (5)	3.17	2
Liability Coverage and Risk Management	1.4% (3)	7.8% (17)	42.9% (93)	**46.5% (101)**	1.4% (3)	3.36	2
Healthy Eating and Physical Activity of Children	1.4% (3)	7.9% (17)	**54.6% (118)**	36.1% (78)	0.0% (0)	3.25	2
Electronics and Social Networks	2.3% (5)	13.4% (29)	**48.8% (106)**	34.6% (75)	0.9% (2)	3.17	2
Infectious/Communicable Diseases (flu-like illnesses, etc.)	1.4% (3)	15.7% (34)	**51.9% (112)**	30.6% (66)	0.5% (1)	3.12	2
Infestations (lice, bedbugs, scabies, etc.)	5.6% (12)	24.1% (52)	**44.0% (95)**	24.5% (53)	1.9% (4)	2.89	2
Severe Weather	3.2% (7)	27.6% (60)	**43.3% (94)**	25.8% (56)	0.0% (0)	2.92	2
Programming	1.8% (4)	9.2% (20)	**46.1% (100)**	42.4% (92)	0.5% (1)	3.30	2
Problem Behaviors	1.4% (3)	13.4% (29)	**56.5% (122)**	27.8% (60)	0.9% (2)	3.12	2
Staff Recruitment, Screening, and Hiring	2.8% (6)	11.1% (24)	**57.6% (125)**	28.6% (62)	0.0% (0)	3.12	2
Staff Training	1.8% (4)	6.5% (14)	**46.1% (100)**	45.6% (99)	0.0% (0)	3.35	2

Crisis Management	2.3% (5)	13.4% (29)	**53.7% (116)**	30.6% (66)	0.0% (0)	3.13	2
Outcome Evaluation	4.7% (10)	18.1% (39)	**52.6% (113)**	24.2% (52)	0.5% (1)	2.97	2
Camper Pregnancies	31.8% (69)	**37.8% (82)**	12.0% (26)	0.5% (1)	18.0% (39)	1.77	2
Campers or staff engaging in sexual behaviors	11.6% (25)	**39.8% (86)**	32.9% (71)	9.3% (20)	6.5% (14)	2.43	2
Sexual orientation of campers or staff	15.8% (34)	**48.8% (105)**	19.5% (42)	10.7% (23)	5.1% (11)	2.26	2
Financial Health of Your camp	4.0% (8)	6.5% (13)	32.5% (65)	**53.0% (106)**	4.0% (8)	3.40	2

Other (please specify)

answered question	**2**
skipped question	

2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

	Response Percent	Response Count
Question #1	**100.0%**	**178**
Question #2	97.8%	174
Question #3	84.8%	151
answered question		**178**
skipped question		**40**

3. How difficult has it been for you to find a physician who will sign off on your camp's medical operations?

	Response Percent	Response Count
Not difficult at all	**72.0%**	**154**
Somewhat difficult	19.6%	42
Very difficult	8.4%	18
	answered question	**214**
	skipped question	**4**

4. Please indicate which specific dietary needs/allergies your camp accommodates (check all that apply):

	Response Percent	Response Count
Gluten-free	69.7%	147
Peanut/tree-nut allergies	**90.0%**	**190**
Vegetarian	87.2%	184
Vegan	42.7%	90
Kosher	27.5%	58
Lactose intolerance	80.6%	170
Other	13.3%	28
	answered question	**211**
	skipped question	**7**

5. Which of the following best reflects your policy regarding personal electronic devices (cell phones, hand-held games, etc.)?

	Response Percent	Response Count
We allow campers to use personal electronic devices without restriction.	0.9%	2
We allow campers to use personal electronic devices at certain times only.	8.0%	17
We only allow campers to use certain personal electronic devices.	23.6%	50
We do not allow any personal electronic devices at any time.	**67.5%**	**143**
	answered question	**212**
	skipped question	**6**

6. Which of the following social media outlets does your camp use?

	Response Percent	Response Count
Facebook	**87.1%**	**183**
Twitter	38.6%	81
YouTube	46.2%	97
LinkedIn	12.4%	26
We don't use any social media outlets	11.9%	25
	Other (please specify)	19
	answered question	**210**
	skipped question	**8**

7. Does your camp have a preventative maintenance plan?

	Response Percent	Response Count
Yes	**88.2%**	**187**
No	11.8%	25
	answered question	**212**
	skipped question	**6**

8. Does your camp participate in the USDA Summer Food Service Program?

	Response Percent	Response Count
Yes	19.2%	41
No	**80.8%**	**172**
	answered question	**213**
	skipped question	**5**

9. If you do participate in the USDA Summer Food Service Program, approximately how many children did you serve this past year?

	Response Percent	Response Count
<50	4.5%	2
51-100	0.0%	0
101-150	6.8%	3
151-200	20.5%	9
201-250	2.3%	1
251-300	6.8%	3
301-400	6.8%	3
401-500	11.4%	5
>500	**40.9%**	**18**
	answered question	**44**
	skipped question	**174**

10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.

	Response Count
	180
answered question	**180**
skipped question	**38**

11. Related to program issues, we plan on:

	Response Percent	Response Count
Cutting back (or out) some specialized programs	25.4%	29
Offering fewer options within programs (i.e., fewer choices in crafts, etc)	19.3%	22
Implementing new (or raising current) program charges to parents	**65.8%**	**75**
Charging a (higher) transportation fee	21.1%	24
Other (please specify)		61
answered question		**114**
skipped question		**104**

12. Related to staffing issues, we plan on:

	Response Percent	Response Count
Tweaking the ratios to be slightly higher (fewer staff to hire)	34.0%	34
Offering lower salaries, benefits, and/or bonuses	21.0%	21
Hiring younger, less experienced staff	11.0%	11
Hiring fewer support staff	**42.0%**	**42**
Reducing staff training costs	29.0%	29
Recruiting more volunteers to fill paid staff positions	27.0%	27
	Other (please specify)	62
	answered question	**100**
	skipped question	**118**

13. Related to food services, we plan on:

	Response Percent	Response Count
Reducing selections and options of meals and snacks	29.1%	23
Changing food services/buying programs because of cost savings	**54.4%**	**43**
Implementing new (or raising current) food charges	24.1%	19
Other (please specify)		66
answered question		**79**
skipped question		**139**

14. Related to capital/infrastructure costs, we plan on:

	Response Percent	Response Count
Delaying capital expenditures	49.6%	65
Delaying non-critical maintenance	**63.4%**	**83**
Not using all the facilities (lowering capacity)	9.9%	13
Selling renewable resources (i.e., timber, hay, etc)	19.8%	26
Renting out part of our camp for other purposes	29.0%	38
Other (please specify)		37
answered question		**131**
skipped question		**87**

15. Related to general issues, we plan on:

	Response Percent	Response Count
Implementing "green" measures to reduce waste	68.0%	123
Expanding rental opportunities (weddings, meetings, animal boarding, etc)	46.4%	84
Seeking funding from outside sources (alums, donors, corporations, agencies, etc)	**69.6%**	**126**
Other cost saving strategies you plan to do:		16
answered question		**181**
skipped question		**37**

16. Did you use the information ACA shared on the HIRE Act?

	Response Percent	Response Count
Yes	26.1%	52
No	**73.9%**	**147**
If so, how much payroll tax money did you save last summer by taking advantage of this information (pull the IRS 941 form for each quarter, the total amount of money the employer saved due to the HIRE act is on line 6d)?		35
answered question		**199**
skipped question		**19**

17. Please indicate the sources of any grants you received.

	Response Percent	Response Count
Federal government grant	8.1%	15
State government grant	13.4%	25
Local government grant	6.5%	12
Foundation or non-profit organization grant	**58.1%**	**108**
Grant from corporation or business	34.4%	64
Have not received any grants	35.5%	66
Other (please specify)		9
answered question		**186**
skipped question		**32**

18. Have you applied for one or more government grants in the past 3 years?

	Response Percent	Response Count
Yes	23.0%	46
No	**77.0%**	**154**
answered question		**200**
skipped question		**18**

19. If you have received government grant funding in the past, what is the total value of the grants you have received?

	Response Percent	Response Count
$0-$4,999	17.4%	8
$5,000-$9,999	15.2%	7
$10,000-$49,999	**32.6%**	**15**
$50,000-$999,999	13.0%	6
$100,000-$499,999	10.9%	5
$500,000-$999,999	8.7%	4
$1,000,000 or greater	2.2%	1
	answered question	**46**
	skipped question	**172**

20. Please describe how you access information regarding government grants, including what websites and listservs you might use.

	Response Count
	39
answered question	**39**
skipped question	**179**

21. During the past two years, have your camp's environmental education programs for schools:

	Response Percent	Response Count
Increased	13.6%	28
Stayed the same	17.5%	36
Decreased	10.7%	22
We don't offer environmental education programs to schools	**58.3%**	**120**
	Other comments:	7
	answered question	**206**
	skipped question	**12**

22. If your environmental education programs for schools have increased or decreased, how much would you say they have increased or decreased?

	<10%	10-24%	25-49%	50-74%	>75%	DNA	Response Count
increased	16.7% (10)	18.3% (11)	10.0% (6)	3.3% (2)	3.3% (2)	**48.3% (29)**	60
decreased	8.2% (4)	20.4% (10)	8.2% (4)	4.1% (2)	4.1% (2)	**55.1% (27)**	49
						answered question	**81**
						skipped question	**137**

23. If you offer environmental education programs to schools, do you grant academic credit to K-12 students who attend these programs?

	Response Percent	Response Count
Yes	10.7%	8
No	**89.3%**	**67**
if yes, please describe how you award credit for your camp program:		13
answered question		**75**
skipped question		**143**

24. Please indicate any camps specifically for unique populations that you have added over the last 5 years:

	Response Percent	Response Count
Children from military/deployed families	20.7%	29
Children experiencing homelessness	7.9%	11
Children experiencing bereavement	10.0%	14
Children with siblings who are terminally ill	2.9%	4
We have added no specific population camp programs	**70.0%**	**98**
Other, please specify:		40
answered question		**140**
skipped question		**78**

25. Does your camp participate in community service projects?

	Response Percent	Response Count
Yes	**61.5%**	**123**
No	38.5%	77
If yes, please feel free to provide examples:		67
answered question		**200**
skipped question		**18**

26. In the past 5 years, which of the following programs have you added (check all that apply)?

	Response Percent	Response Count
Gardening	**84.0%**	**63**
Farming (including raising animals)	18.7%	14
Cooking with food from your garden	49.3%	37
Other (please specify)		25
answered question		**75**
skipped question		**143**

27. Please indicate the types of training your staff participate in BEFORE coming to camp:

	Required	Recommended	Not offered	Response Count
Self-directed reading of materials	40.9% (70)	**43.3% (74)**	15.8% (27)	171
Online training resources	31.0% (52)	22.6% (38)	**47.0% (79)**	168
Webinars	3.4% (5)	11.6% (17)	**85.7% (126)**	147
Videos/podcasts that can be accessed via smartphone etc.	2.7% (4)	9.5% (14)	**87.8% (129)**	147
Courses that result in certification (life guarding, CPR, etc.)	**60.1% (113)**	30.9% (58)	12.2% (23)	188
Programs with completion certificates related to specific audience or program area (ACA Entry Level Program Staff certificate, Project Wild, etc.)	16.4% (24)	26.0% (38)	**58.2% (85)**	146
			Other, please specify:	22
			answered question	**198**
			skipped question	**20**

28. If you require or recommend staff engage in training before coming to camp, how do you incentivize/reward their time spent on this training?

	Response Count
	111
answered question	**111**
skipped question	**107**

29. Have any youth who identify as transgendered attended your camp in the past 2 years?

	Response Percent	Response Count
Yes	8.7%	18
No	**63.6%**	**131**
I don't know	27.7%	57
If yes, please describe any specific protocols your camp uses to accommodate transgendered campers.		12
	answered question	**206**
	skipped question	**12**

30. To what extent does your staff training include training on appropriate ways to handle:

	Not at all	We cover it once or twice	It is a somewhat significant topic	It is a very significant topic	Response Count
Bullying	0.0% (0)	11.7% (24)	36.4% (75)	**51.9% (107)**	206
Transgendered issues	**66.0% (134)**	26.1% (53)	7.9% (16)	0.5% (1)	203
Gay-Lesbian-Bisexual issues	30.7% (62)	**51.0% (103)**	15.8% (32)	2.5% (5)	202
Campers' conversations related to sex	3.4% (7)	31.2% (64)	**44.9% (92)**	22.0% (45)	205
Sexual behaviors among campers	8.5% (16)	29.8% (56)	**38.8% (73)**	22.9% (43)	188
				Other (please specify)	10
				answered question	**206**
				skipped question	**12**

31. Employment of international staff at our camp has:

	Response Percent	Response Count
Decreased	17.4%	36
Stayed the same	**42.0%**	**87**
Increased	6.3%	13
We do not employ international staff	34.3%	71
	answered question	**207**
	skipped question	**11**

32. Our camp employs international staff:

	Response Percent	Response Count
Summer	**66.7%**	**130**
Fall	3.6%	7
Winter	2.6%	5
Spring	3.6%	7
We do not employ international staff	33.3%	65
	answered question	**195**
	skipped question	**23**

33. Our camp hires college students who work at camp in order to fulfill academic requirements such as (check all that apply):

	Response Percent	Response Count
Internships	**91.3%**	**126**
Practicums	23.9%	33
Independent studies	33.3%	46
Service learning	26.1%	36
Other (please specify)		10
answered question		**138**
skipped question		**80**

34. Over the past two years, the use of volunteers as camp staff has:

	Response Percent	Response Count
Increased	26.0%	54
Stayed the same	**37.0%**	**77**
Decreased	3.8%	8
We don't use volunteers as camp staff	33.2%	69
answered question		**208**
skipped question		**10**

35. In what support staff areas do you use volunteers (check all that apply)?

	Response Percent	Response Count
Maintenance	**61.1%**	**66**
Office/Administration	51.9%	56
Food service	39.8%	43
Grounds	60.2%	65
Barn/Animal help	16.7%	18
Other (please specify)		46
answered question		**108**
skipped question		**110**

36. Please indicate camp staff that are required to be drug tested (check all that apply):

	Response Percent	Response Count
Full-time staff	19.2%	39
Part-time staff	16.3%	33
Seasonal staff	20.7%	42
Volunteers	4.9%	10
No drug tests are required	**77.8%**	**158**
answered question		**203**
skipped question		**15**

37. Please indicate the staff your camp requires to participate in drug testing (check all that apply):

	Response Percent	Response Count
Program staff	23.9%	45
Maintenance/Grounds	18.6%	35
Office/Administration	20.7%	39
Healthcare	19.1%	36
No staff are required to participate in drug testing	**76.1%**	**143**
	Other, please specify:	20
	answered question	**188**
	skipped question	**30**

38. If you require drug testing, when does it occur?

	Response Percent	Response Count
Before camp	53.8%	28
Randomly during the summer	**63.5%**	**33**
Randomly throughout the year	28.8%	15
	Other (please specify)	6
	answered question	**52**
	skipped question	**166**

39. Do you have a policy about sexual behaviors/relationships at camp between adult staff (18 and older)?

	Response Percent	Response Count
Yes	**87.7%**	**178**
No	12.3%	25
	answered question	**203**
	skipped question	**15**

40. Over the past five years, the number of alcohol-related staff behavior/performance incidents (staff returning from time off under the influence, staff violating camp policy by drinking on site, etc.) has:

	Response Percent	Response Count
Decreased	33.0%	64
Stayed the same	**60.8%**	**118**
Increased	6.2%	12
	answered question	**194**
	skipped question	**24**

41. Is alcohol abuse prevention covered in your on-site staff training?

	Response Percent	Response Count
Yes	**60.0%**	**120**
No	40.0%	80
If yes, please list who conducts the training:		61
answered question		**200**
skipped question		**18**

42. Are staff allowed to use cell phones/smart phones during camp:

	Anytime	During their time off only	While in designated staff areas	During off-camp property programs	In an emergency	Response Count
For personal use	1.5% (3)	**63.6% (124)**	27.2% (53)	1.5% (3)	6.2% (12)	195
For camp-related use	26.4% (47)	3.4% (6)	9.0% (16)	19.1% (34)	**42.1% (75)**	178
Other (please specify)						19
answered question						**197**
skipped question						**21**

43. Please indicate which outlets your camp provides for parent use with their child (check all that apply):

	Response Percent	Response Count
Website with photos/videos posted	**75.2%**	**121**
Social media with photos/videos posted	45.3%	73
Email	72.7%	117
Text messages/phone calls to camper	9.9%	16
Other (please specify)		30
answered question		**161**
skipped question		**57**

44. Does your camp have a policy about camp-related online content that can be posted by:

	Yes	No	Response Count
Campers	**55.2% (107)**	44.8% (87)	194
Staff	**85.6% (173)**	14.4% (29)	202
answered question			**204**
skipped question			**14**

45. Does your camp allow staff to "friend" campers"

		Response Percent	Response Count
Yes		36.3%	70
No		**63.7%**	**123**
		answered question	**193**
		skipped question	**25**

46. Does your camp have a written policy regarding bullying?

	Yes	No	Response Count
Bullying while at camp	**80.8% (160)**	19.2% (38)	198
Cyber bullying	43.0% (77)	**57.0% (102)**	179
		Other, please specify:	7
		answered question	**199**
		skipped question	**19**

47. Is your camp's bullying policy communicated to parents?

		Response Percent	Response Count
Yes		**68.7%**	**136**
No		17.7%	35
We don't have a bullying policy		13.6%	27
		answered question	**198**
		skipped question	**20**

48. Over the past five years, incidents of bullying while at camp have:

	Response Percent	Response Count
Increased	6.6%	13
Stayed the same	**70.4%**	**138**
Decreased	23.0%	45
	answered question	**196**
	skipped question	**22**

49. Which of the following operations best describes programs operated by your camp? (Check all that apply.)

	Response Percent	Response Count
Day camp.	44.4%	91
Resident camp.	**82.4%**	**169**
Trip/travel camp.	21.5%	44
Outdoor/environmental education center.	22.9%	47
Conference/retreat center.	36.1%	74
Day use programs.	21.0%	43
Family camp.	26.3%	54
Do not operate camp programs.	1.5%	3
	(Other: please specify)	3
	answered question	**205**
	skipped question	**13**

50. Please indicate the size of your annual budget:

	Response Percent	Response Count
<$250,000	15.4%	29
$250,000-$499,999	**23.4%**	**44**
$500,000-$999,999	22.9%	43
$1,000,000-$1,999,999	19.7%	37
>$2,000,000	18.6%	35
	answered question	**188**
	skipped question	**30**

51. What is the affiliation of your camp? (Check only ONE answer.)

	Response Percent	Response Count
Agency (e.g., YMCA, Girl or Boy Scouts, Camp Fire, 4-H, etc.).	**30.0%**	**61**
Independent for Profit.	22.2%	45
Independent Not for Profit.	24.6%	50
Municipality or Government.	1.5%	3
Religiously Affiliated (e.g., a denominational or faith-based camp).	21.7%	44
	answered question	**203**
	skipped question	**15**

52. Clientele of our camp is:

	Response Percent	Response Count
boys only	4.9%	10
girls only	9.8%	20
co-ed	**71.2%**	**146**
combination	14.1%	29
	answered question	**205**
	skipped question	**13**

53. What is your ACA Field Office/Section/Affiliate?

	Response Percent	Response Count
Chesapeake	1.5%	3
Evergreen	3.0%	6
Great Rivers	3.5%	7
Heart of the South	3.5%	7
Illinois	2.5%	5
Indiana	1.5%	3
Keystone Regional	3.0%	6
Michigan	3.0%	6
New England	**16.9%**	**34**
New Jersey	3.0%	6
New York	13.4%	27
Northern California	5.5%	11
Northland	2.5%	5
Ohio	5.5%	11
Oregon Trail	2.5%	5
Rocky Mountain	1.5%	3
Southeastern	4.0%	8
Southern California/Hawaii	5.5%	11
Southwest	1.0%	2
St Louis	1.5%	3
Texoma	6.0%	12
Upstate New York	1.0%	2
Virginias	5.0%	10

Wisconsin	4.0%	8
	answered question	**201**
	skipped question	**17**

54. Which of the following best describes your current position in your camp?

	Response Percent	Response Count
Camp Owner or Operator.	16.7%	34
Camp Director.	**54.9%**	**112**
Agency Executive or Denominational Executive.	15.2%	31
Camp Administrative Staff (assistant director, program director, business manager, etc.).	8.3%	17
Other (please specify)	4.9%	10
	answered question	**204**
	skipped question	**14**

55. Which of the following best describes the number of years of experience in your current camp position?

	Response Percent	Response Count
Less than 2 years.	6.9%	14
2 to 5 years.	22.5%	46
6 to 10 years.	21.6%	44
Greater than 10 years.	**49.0%**	**100**
	answered question	**204**
	skipped question	**14**

56. Gender

	Response Percent	Response Count
Male.	**54.7%**	**110**
Female.	45.3%	91
	answered question	**201**
	skipped question	**17**

57. Age group

	Response Percent	Response Count
18 to 24	2.5%	5
25 to 34	22.9%	46
35 to 44	24.4%	49
45 to 54	**24.9%**	**50**
55 to 64	20.4%	41
Over 65	5.0%	10
	answered question	**201**
	skipped question	**17**

58. Race/ethnic heritage

	Response Percent	Response Count
American Indian or Alaska native	0.0%	0
Asian	0.0%	0
Black/African American	1.5%	3
Caucasian/White (non-Hispanic)	**94.4%**	**184**
Hispanic/Latino	0.5%	1
Native Hawaiian/Pacific Islander	0.0%	0
Bi-racial or Multi-racial	2.1%	4
Other (please specify)	1.5%	3
	answered question	**195**
	skipped question	**23**

skipped question	**29**

60. Please share any additional thoughts regarding the emerging camp issues that you have experienced or observed.

Response Count
34

answered question	**34**
skipped question	**184**

Page 2, Q1. With regards to the camp situations you have faced over the past three years, please identify how important the following "issue areas" are to you.

1	Increased cost of worker's comp insurance; cost and red tape regarding permits and fees	Apr 19, 2011 12:31 PM
2	Bullying	Apr 19, 2011 11:05 AM
3	Low enrollment	Apr 19, 2011 10:35 AM
4	transportation issues	Apr 14, 2011 5:14 PM
5	I would put both of these in the VERY important category 1.Sexual orientation of campers, specifically transgender issues. 2. Diversity and Inclusion, specifically recruiting and staff that reflect the diverse communities we serve.	Apr 10, 2011 5:36 PM
6	Dealing with food allergies in camp	Apr 7, 2011 7:37 AM
7	New regulations, costly to implement either from ACA or from local Health Dept's.	Apr 7, 2011 5:23 AM
8	Lack of Common Sense	Apr 5, 2011 3:11 PM
9	ever increasing regulation by state	Apr 5, 2011 11:06 AM
10	Staff retention, adequate salary and compensation, defined career path for professionals	Apr 5, 2011 7:07 AM
11	Making sure staff are actively engaged with the children	Apr 5, 2011 7:02 AM
12	Bullying	Apr 4, 2011 5:14 PM
13	Government over-regulation	Apr 4, 2011 5:02 PM

Page 2, Q1. With regards to the camp situations you have faced over the past three years, please identify how important the following "issue areas" are to you.

14	leadership when funds do not let you hire all the staff you would like	Apr 4, 2011 4:55 PM
15	Successful inclusion of campers on autism spectrum	Apr 4, 2011 1:56 PM
16	Drugs and alcohol use by counselors	Apr 4, 2011 1:18 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

	Question #1	
1	trip schedule	May 15, 2011 4:29 AM
2	water safety	May 6, 2011 2:48 PM
3	Staff Qualifications	Apr 28, 2011 11:22 AM
4	How is behavior of camper?	Apr 25, 2011 11:35 AM
5	Are the buses safe and who is watching on the bus?	Apr 22, 2011 2:54 PM
6	Staffing~ background checks, experience etc	Apr 21, 2011 5:51 AM
7	What will my child be doing each Day?	Apr 20, 2011 5:04 PM
8	What is the cost?	Apr 20, 2011 11:50 AM
9	Why is your camp so expensive?	Apr 20, 2011 9:48 AM
10	How do you handle food allergies???	Apr 19, 2011 3:59 PM
11	Food service dealing with camper allergies	Apr 19, 2011 3:30 PM
12	How do you garenttee the safety of my campers	Apr 19, 2011 2:05 PM
13	safety certifications held by staff	Apr 19, 2011 1:25 PM
14	What are the camp activities?	Apr 19, 2011 12:31 PM
15	Questions around food allergies. My child can't eat ----- can you accomodate?	Apr 19, 2011 12:31 PM
16	Can I email my son/daughter.	Apr 19, 2011 12:08 PM
17	Will my child be able to have a cell phone at camp?	Apr 19, 2011 11:57 AM
18	Do you have camp scholarships?	Apr 19, 2011 11:41 AM
19	Do male staff go through background screening?	Apr 19, 2011 11:26 AM
20	more scheduling information available for them	Apr 19, 2011 11:08 AM
21	General safety concerns	Apr 19, 2011 11:05 AM
22	What resources are available so that my camper can continue doing "x" at home?	Apr 19, 2011 10:59 AM
23	What happens if my camper is homesick?	Apr 19, 2011 10:40 AM
24	Staff background checks	Apr 19, 2011 10:40 AM
25	Can I have a discount?	Apr 19, 2011 10:35 AM
26	Are staff background checked	Apr 19, 2011 10:32 AM
27	How do you assure staff qualifications/background?	Apr 19, 2011 10:32 AM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

28	Can my child be in a cabin with his/her friend?	Apr 19, 2011 10:26 AM
29	Do staff patricipate in background checks	Apr 19, 2011 10:24 AM
30	Is my child a good fit for your camp?	Apr 18, 2011 12:09 PM
31	What is the ratio of boys to girls?	Apr 16, 2011 1:43 PM
32	will my child be able to make friends	Apr 14, 2011 5:14 PM
33	Questions pertaining to staff screening	Apr 14, 2011 10:27 AM
34	Where do campers stay?	Apr 13, 2011 11:25 AM
35	Being with friends - cabin buddies	Apr 12, 2011 11:00 AM
36	how much is the cost	Apr 11, 2011 5:43 PM
37	How do you deal with homesickness/bullying/interpersonal relationships?	Apr 11, 2011 9:49 AM
38	safety	Apr 11, 2011 9:16 AM
39	how do you deal with bullying	Apr 11, 2011 6:21 AM
40	When may I call?	Apr 10, 2011 6:12 AM
41	Requests for Schoalrship helps	Apr 9, 2011 4:22 AM
42	Do you have a camp nurse?	Apr 8, 2011 6:39 PM
43	How do I know my child will be safe at your camp?	Apr 8, 2011 7:59 AM
44	hours?	Apr 8, 2011 3:46 AM
45	staff training/background	Apr 7, 2011 7:10 PM
46	how is he/she?	Apr 7, 2011 3:44 PM
47	Can I talk to my child?	Apr 7, 2011 1:09 PM
48	How do you handle "Mean Girl Stuff?"	Apr 7, 2011 1:06 PM
49	How do we screen our staff?	Apr 7, 2011 11:13 AM
50	How do you deal with bullies?	Apr 7, 2011 8:21 AM
51	Ratio of counselors to campers	Apr 7, 2011 7:37 AM
52	what activities?	Apr 7, 2011 5:23 AM
53	scholarship requests	Apr 6, 2011 7:02 PM
54	How can we continue the behavior and strides taken at camp during the school year	Apr 6, 2011 5:56 PM
55	how to register	Apr 6, 2011 12:38 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

56	age of counselors	Apr 6, 2011 11:16 AM
57	What are you doing about bullying?	Apr 6, 2011 10:25 AM
58	how is my son doing	Apr 6, 2011 6:36 AM
59	programming questions	Apr 6, 2011 5:38 AM
60	registration information/clarficiation	Apr 6, 2011 5:23 AM
61	How do you pick your staff	Apr 5, 2011 6:34 PM
62	Back ground checks on staff do we do them/ how do we hire?	Apr 5, 2011 3:11 PM
63	What is your electronics policy	Apr 5, 2011 2:06 PM
64	Can you adapt the menu for my child's needs?	Apr 5, 2011 1:55 PM
65	what camps are still available	Apr 5, 2011 1:26 PM
66	Financial aid	Apr 5, 2011 1:09 PM
67	how do you select staff	Apr 5, 2011 1:03 PM
68	how is my child doing in tennis?	Apr 5, 2011 12:43 PM
69	Age of Staff	Apr 5, 2011 11:11 AM
70	How is enrollment?	Apr 5, 2011 11:06 AM
71	How are you staff trained?	Apr 5, 2011 11:03 AM
72	How their child is adjusting to camp	Apr 5, 2011 10:56 AM
73	Who do you hire as counselors/experience level?	Apr 5, 2011 10:48 AM
74	Can I spend time with my child at Day Camp?	Apr 5, 2011 10:36 AM
75	Financial aid information/process	Apr 5, 2011 10:12 AM
76	How do you choose your staff	Apr 5, 2011 10:09 AM
77	Question related to health	Apr 5, 2011 9:38 AM
78	can I talk to my child	Apr 5, 2011 9:16 AM
79	How do you screen you staff?	Apr 5, 2011 9:04 AM
80	How are they behaving?	Apr 5, 2011 8:54 AM
81	Tell me about the safety at camp.	Apr 5, 2011 8:30 AM
82	Are your cabins air conditioned	Apr 5, 2011 8:29 AM
83	WHat percentage of campers and staff are returning	Apr 5, 2011 8:21 AM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

84	Why isnt he/she happy all the time?	Apr 5, 2011 8:10 AM
85	What is your staff ratio?	Apr 5, 2011 8:07 AM
86	Do males work at camp	Apr 5, 2011 8:03 AM
87	Do you have 24 security?	Apr 5, 2011 7:47 AM
88	Where do you find your counselors?	Apr 5, 2011 7:32 AM
89	Questions related to staff being trained and what certifications they have and what background checks are done.	Apr 5, 2011 7:29 AM
90	May I call my child every night?	Apr 5, 2011 7:21 AM
91	Parent/camper contact	Apr 5, 2011 7:07 AM
92	Do you do background checks on all staff?	Apr 5, 2011 7:02 AM
93	How do you screen your staff	Apr 5, 2011 7:02 AM
94	Can I split sessions	Apr 5, 2011 6:41 AM
95	do you background check	Apr 5, 2011 6:29 AM
96	electronics policy	Apr 5, 2011 6:29 AM
97	Staff ages and qualifications	Apr 5, 2011 6:06 AM
98	How is my Child. Is he happy?	Apr 5, 2011 6:04 AM
99	Who do you hire as staff?	Apr 5, 2011 6:04 AM
100	ratio of cameper /staff	Apr 5, 2011 5:51 AM
101	what is camper to staff ratio	Apr 5, 2011 5:51 AM
102	Logistics questions: pick up time; what gear to pack; etc.	Apr 5, 2011 5:39 AM
103	What will happen if my daughter is homesick?	Apr 5, 2011 5:29 AM
104	How long is the camp.	Apr 5, 2011 5:18 AM
105	What is your staff to camper ratio	Apr 4, 2011 10:39 PM
106	How do you place your campers into cabin groups?	Apr 4, 2011 8:10 PM
107	Concerns about the pool and swimming.	Apr 4, 2011 7:22 PM
108	Do we teach any religious doctrine?	Apr 4, 2011 6:20 PM
109	Food Allergies	Apr 4, 2011 6:12 PM
110	Why aren't there more photos of my son on your website?	Apr 4, 2011 5:56 PM
111	Policy on electronic communications/cell phones/internet	Apr 4, 2011 5:32 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

112	How are the counselors selected/trained?	Apr 4, 2011 5:18 PM
113	How clean is your pond the kids swim in?	Apr 4, 2011 5:14 PM
114	can they request cabinmates	Apr 4, 2011 5:08 PM
115	Is there scholarship available?	Apr 4, 2011 5:02 PM
116	how will you keep my child safe	Apr 4, 2011 4:55 PM
117	Why is camp so expensive?	Apr 4, 2011 4:36 PM
118	staff qualifications (including screening)	Apr 4, 2011 4:00 PM
119	My daughter just called on her cell phone crying, but the call dropped. Is she ok (in the panicked voice of a parent who is sure their camper is being eaten by a bear)?	Apr 4, 2011 3:30 PM
120	How do we handle discipline?	Apr 4, 2011 3:16 PM
121	Safety Concerns	Apr 4, 2011 3:01 PM
122	Age of the staff	Apr 4, 2011 2:52 PM
123	Who are the counselors?	Apr 4, 2011 2:49 PM
124	How do you choose your counselors?	Apr 4, 2011 2:42 PM
125	Is there any availibility	Apr 4, 2011 2:35 PM
126	do you offer scholarships	Apr 4, 2011 2:32 PM
127	Is there financial aid available?	Apr 4, 2011 2:25 PM
128	Bullying Issues and how they are dealt with?	Apr 4, 2011 2:21 PM
129	Can I talk to my child?	Apr 4, 2011 2:15 PM
130	Will they be with their cabin mate request?	Apr 4, 2011 2:07 PM
131	Can my child call home from camp?	Apr 4, 2011 2:05 PM
132	is there a discount	Apr 4, 2011 2:02 PM
133	Can I come say goodnight to my child for the overnight? (we're a day camp with 1 overnight)	Apr 4, 2011 1:56 PM
134	Details of how to communicate with their child at camp?	Apr 4, 2011 1:50 PM
135	Staff supervision of campers	Apr 4, 2011 1:50 PM
136	offer scholarships?	Apr 4, 2011 1:49 PM
137	Type of screening/back ground checks we do	Apr 4, 2011 1:44 PM
138	Will my child be safe?	Apr 4, 2011 1:43 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

139	Do you have camperships?	Apr 4, 2011 1:42 PM
140	How's the weather?	Apr 4, 2011 1:42 PM
141	screening, selection and supervision of staff	Apr 4, 2011 1:39 PM
142	Staff Qualifications	Apr 4, 2011 1:37 PM
143	Screening of staff	Apr 4, 2011 1:31 PM
144	Are scholarships available?	Apr 4, 2011 1:31 PM
145	Help with the cost of camp	Apr 4, 2011 1:30 PM
146	CAMPER TO STAFF RATIO	Apr 4, 2011 1:28 PM
147	What happens in the event of severe weather? Where do campers go?	Apr 4, 2011 1:27 PM
148	How do you know you have good staff if you have never hired them before?	Apr 4, 2011 1:26 PM
149	What are the qualifications and hiring process for staff	Apr 4, 2011 1:23 PM
150	Staff to camper ratio	Apr 4, 2011 1:23 PM
151	Staff Qualifications/Training/Background	Apr 4, 2011 1:21 PM
152	What will they do each week?	Apr 4, 2011 1:21 PM
153	cost even though we charge 50% below cost and sponsor 90% of all campers	Apr 4, 2011 1:20 PM
154	How do you manage blood sugars	Apr 4, 2011 1:18 PM
155	Where do your counselors come from?	Apr 4, 2011 1:16 PM
156	tell me about camp security	Apr 4, 2011 1:16 PM
157	What can you do to handle my child's FOOD allergies?	Apr 4, 2011 1:16 PM
158	How do you train your staff?	Apr 4, 2011 1:16 PM
159	Questions Regarding Pool Safety	Apr 4, 2011 1:15 PM
160	What is the staff to camper ratio?	Apr 4, 2011 1:14 PM
161	How much does your camp cost	Apr 4, 2011 1:14 PM
162	Can you offer more flexible scheduling?	Apr 4, 2011 1:14 PM
163	What is the food like at your camp?	Apr 4, 2011 1:10 PM
164	Can my camper call me?	Apr 4, 2011 1:09 PM
165	Why didn't my kid get sunscreened	Apr 4, 2011 1:09 PM
166	why cant my child go behind the scenes	Apr 4, 2011 1:09 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

167	What are the Policies on pick up or drop off?	Apr 4, 2011 1:09 PM
168	Camper to counselor ratios	Apr 4, 2011 1:05 PM
169	Can my child bunk with a specific friend?	Apr 4, 2011 1:03 PM
170	Is my child OK?	Apr 4, 2011 1:03 PM
171	Is my child making friends?	Apr 4, 2011 1:02 PM
172	How much does it cost	Apr 4, 2011 1:01 PM
173	What about food allergies?	Apr 4, 2011 1:01 PM
174	What are you doing to keep my campers safe?	Apr 4, 2011 1:00 PM
175	How are your staff screened/trained?	Apr 4, 2011 1:00 PM
176	Will the cabins be air-conditioned?	Apr 4, 2011 12:58 PM
177	How secure camp is?	Apr 4, 2011 12:57 PM
178	Can I sign up the day before?	Apr 4, 2011 12:56 PM
	Question #2	
1	what do they do when its too hot to be outside	May 15, 2011 4:29 AM
2	rainy day plans	May 6, 2011 2:48 PM
3	Programing	Apr 28, 2011 11:22 AM
4	What is policy of medication?	Apr 25, 2011 11:35 AM
5	What do you do when it gets very hot out?	Apr 22, 2011 2:54 PM
6	Discipline~ Bullying, bad behavior, how is it handeled	Apr 21, 2011 5:51 AM
7	What are the dress standards?	Apr 20, 2011 5:04 PM
8	Will there be camp?	Apr 20, 2011 11:50 AM
10	Transportation safety and scheduling for MY child??	Apr 19, 2011 3:59 PM
11	Program questions	Apr 19, 2011 3:30 PM
12	What type of food options are there for my child	Apr 19, 2011 2:05 PM
13	should I send my son/daughter to camp without a friend	Apr 19, 2011 1:25 PM
14	How are the staff hired and trained?	Apr 19, 2011 12:31 PM
15	My child has a behavior concern or developmental delay, can I come to camp with him/her?	Apr 19, 2011 12:31 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.		
16	My child has a condition and needs extra food outside of meal times...can I send him/her with some snacks.	Apr 19, 2011 12:08 PM
17	What do you do if my child gets homesick?	Apr 19, 2011 11:57 AM
18	Do you serve vegetarian meals?	Apr 19, 2011 11:41 AM
19	Isn't sleeping in tents unsafe?	Apr 19, 2011 11:26 AM
20	more help with camp store money for children	Apr 19, 2011 11:08 AM
21	Concerns about the ability of their child to integrate into the camp community, make friends, and be independent	Apr 19, 2011 11:05 AM
22	What effect have the changes in camp management had on my camper's experience?	Apr 19, 2011 10:59 AM
23	Why are the sleeping arrangements like they are?	Apr 19, 2011 10:40 AM
24	scholarships available for my child?	Apr 19, 2011 10:40 AM
25	Do you have a 2 week session?	Apr 19, 2011 10:35 AM
26	What is the menu like	Apr 19, 2011 10:32 AM
27	Can my camper call me?	Apr 19, 2011 10:32 AM
28	Can I pick up my child early/drop my child off late?	Apr 19, 2011 10:26 AM
29	How is staff trained	Apr 19, 2011 10:24 AM
30	How do camp fees work / is there financial assistance?	Apr 18, 2011 12:09 PM
31	Do you offer financial aid?	Apr 16, 2011 1:43 PM
32	Can I call my child at camp or can my child call me each day?	Apr 14, 2011 5:14 PM
33	Communication - if no cell phone how do I communicate with my son/daughter?	Apr 14, 2011 10:27 AM
34	Are the staff trained?	Apr 13, 2011 11:25 AM
35	Accomodating special needs or allergies	Apr 12, 2011 11:00 AM
36	what makes you different from your competitors	Apr 11, 2011 5:43 PM
37	What is your policy on electronics/cell phones?	Apr 11, 2011 9:49 AM
38	programming	Apr 11, 2011 9:16 AM
39	how are staff hired/screened?	Apr 11, 2011 6:21 AM
40	What is your electronics policy?	Apr 10, 2011 6:12 AM
41	Requests for age exceptions	Apr 9, 2011 4:22 AM
42	Is your camp certified/licensed?	Apr 8, 2011 6:39 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.		
43	What payment options do I have?	Apr 8, 2011 7:59 AM
44	fee?	Apr 8, 2011 3:46 AM
45	who else attends	Apr 7, 2011 7:10 PM
46	is my child fitting in? or homesick?	Apr 7, 2011 3:44 PM
47	What happened to my child's clothes?	Apr 7, 2011 1:09 PM
48	How do you deal with food and other allergies?	Apr 7, 2011 1:06 PM
49	Has anyone ever drown in the lake?	Apr 7, 2011 11:13 AM
50	Is finacial assistance available?	Apr 7, 2011 8:21 AM
51	What will you do if my child doesn't want to do an activity	Apr 7, 2011 7:37 AM
52	who are the staff?	Apr 7, 2011 5:23 AM
53	more communication via photos, etc.	Apr 6, 2011 7:02 PM
54	How can we help and get involed more the camp	Apr 6, 2011 5:56 PM
55	can my child be with her buddy	Apr 6, 2011 12:38 PM
56	ratos of camper/counselor	Apr 6, 2011 11:16 AM
57	How safe are the waterfront activities?	Apr 6, 2011 10:25 AM
59	quality of staff	Apr 6, 2011 5:38 AM
60	communicating with camper	Apr 6, 2011 5:23 AM
61	Do your staff have background checks	Apr 5, 2011 6:34 PM
63	How are campers supervised when on trips	Apr 5, 2011 2:06 PM
64	How do you provide for nighttime security?	Apr 5, 2011 1:55 PM
65	staff to camper ratio	Apr 5, 2011 1:26 PM
66	What is the food like	Apr 5, 2011 1:09 PM
67	what is the staff to participant ratio	Apr 5, 2011 1:03 PM
68	how is my child doing (in general)?	Apr 5, 2011 12:43 PM
69	Training of Staff	Apr 5, 2011 11:11 AM
70	What is your medical coverage situation?	Apr 5, 2011 11:06 AM
71	What is the cost?	Apr 5, 2011 11:03 AM
72	Cabin assignments/request issues	Apr 5, 2011 10:56 AM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

73	How close is the nearest hospital?	Apr 5, 2011 10:48 AM
74	Is your staff required to have a background check?	Apr 5, 2011 10:36 AM
75	medical management	Apr 5, 2011 10:12 AM
76	Who is watching them at the waterfront	Apr 5, 2011 10:09 AM
77	Question related to safety	Apr 5, 2011 9:38 AM
78	do you serve organic food	Apr 5, 2011 9:16 AM
79	How do you handle bedwetting?	Apr 5, 2011 9:04 AM
80	Are they making any friends?	Apr 5, 2011 8:54 AM
81	Where do you hire your staff?	Apr 5, 2011 8:30 AM
82	Why can't they have a cell phone	Apr 5, 2011 8:29 AM
83	Is it to late to register for a session	Apr 5, 2011 8:21 AM
84	Should I be my kids friend or parent?	Apr 5, 2011 8:10 AM
85	Will my child be bullied at camp?	Apr 5, 2011 8:07 AM
86	Do counselors sleep in the same cabin	Apr 5, 2011 8:03 AM
87	Do you do back ground checks on your staff?	Apr 5, 2011 7:47 AM
88	Many questions pertaining to food (allergies, choice, vegetarian, quantity, etc).	Apr 5, 2011 7:32 AM
89	Questions related to information about summer camp programs.	Apr 5, 2011 7:29 AM
91	type of theology taught	Apr 5, 2011 7:07 AM
92	Do you have a nurse on duty?	Apr 5, 2011 7:02 AM
93	Can I talk to my child	Apr 5, 2011 7:02 AM
94	Can my child be placed with a friend	Apr 5, 2011 6:41 AM
95	how can I contact my child	Apr 5, 2011 6:29 AM
96	staff screening	Apr 5, 2011 6:29 AM
97	Scholarship availability	Apr 5, 2011 6:06 AM
98	Has he made friends?	Apr 5, 2011 6:04 AM
99	How do you train them?	Apr 5, 2011 6:04 AM
100	financial assistance	Apr 5, 2011 5:51 AM
101	swimming protocol	Apr 5, 2011 5:51 AM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.		
102	How is [my child] doing? Welfare of child at camp questions.	Apr 5, 2011 5:39 AM
103	What if my daughter doesn't know anybody at camp?	Apr 5, 2011 5:29 AM
104	How do I get my child in the camp.	Apr 5, 2011 5:18 AM
105	What kind of background checks	Apr 4, 2011 10:39 PM
106	What do you do if a child doesn't want to participate in a specific activity.	Apr 4, 2011 8:10 PM
107	Who are your staff, how old.	Apr 4, 2011 7:22 PM
108	What kind of supervision do the campers have?	Apr 4, 2011 6:20 PM
109	Security	Apr 4, 2011 6:12 PM
110	Why is air travel so difficult and expensive?	Apr 4, 2011 5:56 PM
111	Security at camp	Apr 4, 2011 5:32 PM
112	Questions about camp structure/schedule	Apr 4, 2011 5:18 PM
113	Do your counselors apply sunscreen to the campers?	Apr 4, 2011 5:14 PM
114	do we have scholarships	Apr 4, 2011 5:08 PM
115	Why can't my child have a cell phone at camp?	Apr 4, 2011 5:02 PM
116	will my child like what you do at camp	Apr 4, 2011 4:55 PM
117	Why no cell phones?	Apr 4, 2011 4:36 PM
118	safety requirements for campers	Apr 4, 2011 4:00 PM
119	What happens when my daughter is homesick? Why can't she call home whenever she wants?	Apr 4, 2011 3:30 PM
120	are campers allowed to have phones or call home?	Apr 4, 2011 3:16 PM
121	Staff Hiring Process	Apr 4, 2011 3:01 PM
122	program variety	Apr 4, 2011 2:52 PM
123	How is my child kept safe during swimming?	Apr 4, 2011 2:49 PM
124	How do the kids select their program activities?	Apr 4, 2011 2:42 PM
125	is there any financial aid	Apr 4, 2011 2:35 PM
126	can my child be with all her friends	Apr 4, 2011 2:32 PM
127	Do we need to get a physical?	Apr 4, 2011 2:25 PM
128	How are your staff trained?	Apr 4, 2011 2:21 PM
129	What's your weather like?	Apr 4, 2011 2:15 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

130	Worries about specific camper neeeds (allergies, medications, developmental challeges etc)	Apr 4, 2011 2:07 PM
131	Does your camp accomodate special dietary needs?	Apr 4, 2011 2:05 PM
132	what sets you apart from other expensive programs	Apr 4, 2011 2:02 PM
133	Is the overnight safe?	Apr 4, 2011 1:56 PM
134	Pickup and dropoff times :-)	Apr 4, 2011 1:50 PM
135	Staff qualifications/training	Apr 4, 2011 1:50 PM
136	accept credit cards?	Apr 4, 2011 1:49 PM
137	Type of programming/activities	Apr 4, 2011 1:44 PM
138	Are your staff members screened?	Apr 4, 2011 1:43 PM
139	Do we have to pay all at once?	Apr 4, 2011 1:42 PM
140	How's my daughter doing?	Apr 4, 2011 1:42 PM
141	food (picky eaters)	Apr 4, 2011 1:39 PM
142	Camperships	Apr 4, 2011 1:37 PM
143	Qulaification of staff	Apr 4, 2011 1:31 PM
144	Can camper(s) be dismissed to attend band/athletic camp at some point during camp and return back to camp.	Apr 4, 2011 1:31 PM
145	Health concerns	Apr 4, 2011 1:30 PM
146	ANY BULLYING ISSUES	Apr 4, 2011 1:28 PM
147	How will you ensure that my camper is not bullied?	Apr 4, 2011 1:27 PM
148	Why are there so many medical forms/Do I really need a doctor to fill this out?	Apr 4, 2011 1:26 PM
149	What is the camper to staff ratio	Apr 4, 2011 1:23 PM
150	Nurse available	Apr 4, 2011 1:23 PM
151	Medical Facilities	Apr 4, 2011 1:21 PM
152	What is the ratio of camper to counselor?	Apr 4, 2011 1:21 PM
153	Background of counselors/background checks, etc.	Apr 4, 2011 1:20 PM
154	Are my kids safe	Apr 4, 2011 1:18 PM
155	How do you handle my campers meds?	Apr 4, 2011 1:16 PM
156	do you have financial aid	Apr 4, 2011 1:16 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

157	How are meds administered?	Apr 4, 2011 1:16 PM
158	Can my child call me?	Apr 4, 2011 1:16 PM
159	What do you do when it rains	Apr 4, 2011 1:15 PM
160	Do you have medical staff on site?	Apr 4, 2011 1:14 PM
161	Can you deal with such and such behavior problem	Apr 4, 2011 1:14 PM
162	Availability of Financial Assistance	Apr 4, 2011 1:14 PM
163	How do you handle bullying?	Apr 4, 2011 1:10 PM
164	What do they eat, what do you do if they are still hungry?	Apr 4, 2011 1:09 PM
165	Can my kid have x activity	Apr 4, 2011 1:09 PM
166	why can y child only be in a group with one frien	Apr 4, 2011 1:09 PM
167	What do we cover in staff training and how well prepared are the staff for the campers?	Apr 4, 2011 1:09 PM
168	Length of camp sessions	Apr 4, 2011 1:05 PM
169	Do you offer fianncial assistance?	Apr 4, 2011 1:03 PM
170	Do you run background checks on staff?	Apr 4, 2011 1:03 PM
171	How you holding up?	Apr 4, 2011 1:02 PM
172	What are the activities	Apr 4, 2011 1:01 PM
173	I don't want my child to be with this certain other child...	Apr 4, 2011 1:01 PM
174	How much financial aide are your providing?	Apr 4, 2011 1:00 PM
175	What are your emergency procedures for sick/hurt kids?	Apr 4, 2011 1:00 PM
176	Can my daughter call me if she wants to?	Apr 4, 2011 12:58 PM
177	What is our emergency action plan?	Apr 4, 2011 12:57 PM
178	Can I stay with my child throught the first day?	Apr 4, 2011 12:56 PM
	Question #3	
1	how many counselors to a group	May 15, 2011 4:29 AM
2	less than 5 days a week	May 6, 2011 2:48 PM
3	Special Needs	Apr 28, 2011 11:22 AM
4	What is policy of visitors?	Apr 25, 2011 11:35 AM
5	Is my child making friends?	Apr 22, 2011 2:54 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

6	Supervision of campers	Apr 21, 2011 5:51 AM
7	Can my child bring his IPhone and IPad?	Apr 20, 2011 5:04 PM
8	Can you help finacially?	Apr 20, 2011 11:50 AM
10	Who are your staff members, how are they selected and screened???	Apr 19, 2011 3:59 PM
11	Safety concerns	Apr 19, 2011 3:30 PM
15	Do the cabins lock? This is an oddball that I have gotten several times this season.	Apr 19, 2011 12:31 PM
16	Do you have a nurse at camp?	Apr 19, 2011 12:08 PM
17	What kind of foods do you serve?	Apr 19, 2011 11:57 AM
18	Do you have transportation?	Apr 19, 2011 11:41 AM
19	How do you handle special needs?	Apr 19, 2011 11:26 AM
20	discounts on tuition	Apr 19, 2011 11:08 AM
21	Bullying	Apr 19, 2011 11:05 AM
22	How do camper's decide what to do with their "free time"?	Apr 19, 2011 10:59 AM
23	How do I know my daughter's medication is adminstered properly?	Apr 19, 2011 10:40 AM
24	handling bullying	Apr 19, 2011 10:40 AM
25	Can my child arrive late/leave early?	Apr 19, 2011 10:35 AM
26	Can my child call/ email me while at camp.	Apr 19, 2011 10:32 AM
27	How do you train your staff?	Apr 19, 2011 10:32 AM
29	Is before/after care provided	Apr 19, 2011 10:24 AM
30	How can I contact my child?	Apr 18, 2011 12:09 PM
31	What is the average length of time other campers stay?	Apr 16, 2011 1:43 PM
32	how do I get my child to your camp?	Apr 14, 2011 5:14 PM
33	bunk mate request ultimatums ... if my camper isn't with .... then she's not coming	Apr 14, 2011 10:27 AM
34	Can my camper call home?	Apr 13, 2011 11:25 AM
35	scholarships	Apr 12, 2011 11:00 AM
36	what is camper to staff ratio	Apr 11, 2011 5:43 PM
37	How do you deal with medical issues (emergencies, sickness, prescription drugs)?	Apr 11, 2011 9:49 AM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.

38	food	Apr 11, 2011 9:16 AM
39	do counselors live in cabins/how is supervision?	Apr 11, 2011 6:21 AM
40	How do you handle food alergies?	Apr 10, 2011 6:12 AM
41	How do i know if my boy is ready fro camp?	Apr 9, 2011 4:22 AM
42	How much does it cost?	Apr 8, 2011 6:39 PM
43	Why can't my child call/email/text me at any time?	Apr 8, 2011 7:59 AM
44	outdoor time?	Apr 8, 2011 3:46 AM
45	food allergys/health issues	Apr 7, 2011 7:10 PM
46	accessing phone reservations, photos, one way emails...	Apr 7, 2011 3:44 PM
48	What is the experience/quality of your program instruction?	Apr 7, 2011 1:06 PM
49	How do we control the tick population?	Apr 7, 2011 11:13 AM
50	How will your health center communicate with me?	Apr 7, 2011 8:21 AM
51	Pool safety - staff qualifications and ratio at pool	Apr 7, 2011 7:37 AM
52	where do the campers stay?	Apr 7, 2011 5:23 AM
54	Can I come to camp	Apr 6, 2011 5:56 PM
55	is there financial aid available	Apr 6, 2011 12:38 PM
56	counselors background checked	Apr 6, 2011 11:16 AM
57	How do you check out counselors and staff?	Apr 6, 2011 10:25 AM
59	questions about our cabin wilderness trips- not of fear, but of understanding	Apr 6, 2011 5:38 AM
60	staff background	Apr 6, 2011 5:23 AM
63	Why don't I see my child more in summer website pictures	Apr 5, 2011 2:06 PM
64	Can I visit?	Apr 5, 2011 1:55 PM
65	how much time spent indoors vs outdoors	Apr 5, 2011 1:26 PM
66	Health center, nurse qualifications	Apr 5, 2011 1:09 PM
67	do you use public transportation	Apr 5, 2011 1:03 PM
69	What do we do on rainy days	Apr 5, 2011 11:11 AM
71	What "special" programs do you offer?	Apr 5, 2011 11:03 AM
72	Safety/staff questions	Apr 5, 2011 10:56 AM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.		
73	Can I call my child while s/he is at camp?	Apr 5, 2011 10:48 AM
74	What discounts do you offer?	Apr 5, 2011 10:36 AM
76	What will they be teaching my child	Apr 5, 2011 10:09 AM
77	Question related to transportation	Apr 5, 2011 9:38 AM
78	can I have a copy of photo of my child from website	Apr 5, 2011 9:16 AM
79	For teens, how do you limit co-ed interaction?	Apr 5, 2011 9:04 AM
80	How are they doing?	Apr 5, 2011 8:54 AM
81	Can I mail my daughter packages?	Apr 5, 2011 8:30 AM
82	How do you keep my child safe from (bugs, snakes, plants, Nature)	Apr 5, 2011 8:29 AM
84	My kid doesnt behave badly, ever, right?	Apr 5, 2011 8:10 AM
85	What activities do you offer?	Apr 5, 2011 8:07 AM
86	What if she wants to come home	Apr 5, 2011 8:03 AM
87	Can I (parent) visit if they aren't doing well?	Apr 5, 2011 7:47 AM
88	Can my child be in a cabin with all his/her friends?	Apr 5, 2011 7:32 AM
92	Do you provide financial assistance?	Apr 5, 2011 7:02 AM
93	Can I visit my child at camp	Apr 5, 2011 7:02 AM
94	How's my child doing at swimming	Apr 5, 2011 6:41 AM
95	was your staff burned out?	Apr 5, 2011 6:29 AM
96	tuition assistance	Apr 5, 2011 6:29 AM
97	Spiritual life of camp and curriculum used	Apr 5, 2011 6:06 AM
99	Will they be attentive to my camper?	Apr 5, 2011 6:04 AM
100	electronics	Apr 5, 2011 5:51 AM
101	field trip safety	Apr 5, 2011 5:51 AM
104	What is the cost of the camp.	Apr 5, 2011 5:18 AM
105	What kind of activities to campers do	Apr 4, 2011 10:39 PM
106	Where do your staff come from?	Apr 4, 2011 8:10 PM
107	How much time do they spend outdoors.	Apr 4, 2011 7:22 PM
108	What if my comes without knowing anyone else?	Apr 4, 2011 6:20 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.		
109	Weather	Apr 4, 2011 6:12 PM
110	How do you handle food allergies?	Apr 4, 2011 5:56 PM
111	Competitive sports policies	Apr 4, 2011 5:32 PM
112	Paperwork questions	Apr 4, 2011 5:18 PM
113	How safe is your waterfront?	Apr 4, 2011 5:14 PM
114	can they talk to their kids while the kids are at camp	Apr 4, 2011 5:08 PM
115	What activities do you offer?	Apr 4, 2011 5:02 PM
116	what happens if my child gets sick	Apr 4, 2011 4:55 PM
117	Why do you keep problem children in camp?	Apr 4, 2011 4:36 PM
119	Why aren't staff [at troop and family camps] more involved with us [the adults and kids]?	Apr 4, 2011 3:30 PM
120	where are the councilors from?	Apr 4, 2011 3:16 PM
122	ticks/mosquitos	Apr 4, 2011 2:52 PM
123	How do you manage food allergies?	Apr 4, 2011 2:49 PM
124	Do you meet campers at the airport?	Apr 4, 2011 2:42 PM
125	can my child bring their cell phone to camp	Apr 4, 2011 2:35 PM
126	do i have to have my physical signed every year	Apr 4, 2011 2:32 PM
127	Why no cell phone?	Apr 4, 2011 2:25 PM
128	Safety type of questions on many different levels and about many different programs.	Apr 4, 2011 2:21 PM
129	How is my child doing?	Apr 4, 2011 2:15 PM
130	What they will do while at camp.	Apr 4, 2011 2:07 PM
131	How often can we visit camp?	Apr 4, 2011 2:05 PM
132	what choices do I have	Apr 4, 2011 2:02 PM
133	Can you make the day camp longer?	Apr 4, 2011 1:56 PM
134	Medical paperwork	Apr 4, 2011 1:50 PM
135	How we deal with behavioral needs	Apr 4, 2011 1:50 PM
136	4-year olds allowed in camp or does state regulate?	Apr 4, 2011 1:49 PM
137	Capacity to accommodate special food/dietary/medical needs/issues	Apr 4, 2011 1:44 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.		
138	What is your staff to camper ratio?	Apr 4, 2011 1:43 PM
139	What type of food is served?	Apr 4, 2011 1:42 PM
141	payment plans (we do them!)	Apr 4, 2011 1:39 PM
142	Schedule / Program	Apr 4, 2011 1:37 PM
143	policy regarding bullying	Apr 4, 2011 1:31 PM
145	Homesickness	Apr 4, 2011 1:30 PM
146	WHO SUPERVISES THE CAMPERS AT NIGHT	Apr 4, 2011 1:28 PM
147	What type of training do provide to your staff?	Apr 4, 2011 1:27 PM
148	Are there discounts or scholarships availble?	Apr 4, 2011 1:26 PM
149	how do you manage the risks involved at activities	Apr 4, 2011 1:23 PM
150	how we deal with food allergies	Apr 4, 2011 1:23 PM
151	Program Safety	Apr 4, 2011 1:21 PM
152	Can I get financial help?	Apr 4, 2011 1:21 PM
153	Supervision of campers	Apr 4, 2011 1:20 PM
154	Is the food healthy	Apr 4, 2011 1:18 PM
155	What do you do at camp?	Apr 4, 2011 1:16 PM
157	Why do I have to have a physical performed for camp?	Apr 4, 2011 1:16 PM
159	What is the policy if my child does not want to participate in a specific activity	Apr 4, 2011 1:15 PM
160	what type of programs do you offer?	Apr 4, 2011 1:14 PM
161	Can my child room with their friends	Apr 4, 2011 1:14 PM
162	Will my child be subjected to religious proselytizing?	Apr 4, 2011 1:14 PM
163	What type of communication do we have with our daughter/the camp?	Apr 4, 2011 1:10 PM
164	How do you keep track of the campers?	Apr 4, 2011 1:09 PM
165	Can my kid go in y's car	Apr 4, 2011 1:09 PM
166	Why is camp so expensive	Apr 4, 2011 1:09 PM
167	What is available if my child has special dietary needs or does not like what is being served?	Apr 4, 2011 1:09 PM
168	Program options during camp season.	Apr 4, 2011 1:05 PM

Page 2, Q2. Please identify the 3 most frequently asked questions that you received from parents/guardians this past summer.		
169	My chilkd has a (behavior, dietary retriction, medical issue) how do you handle that at your camp?	Apr 4, 2011 1:03 PM
170	Can my child / I have <xxxx> exception to the rules?	Apr 4, 2011 1:03 PM
172	When do I pick them up	Apr 4, 2011 1:01 PM
173	Can my child bring a cell phone?	Apr 4, 2011 1:01 PM
174	Can I come back to camp?	Apr 4, 2011 1:00 PM
175	What is the camper to staff ratio?	Apr 4, 2011 1:00 PM
176	Can my camper be in a differnet age group than her own?	Apr 4, 2011 12:58 PM
177	Tell us about your staff.	Apr 4, 2011 12:57 PM
178	Can you change the rules for my child?	Apr 4, 2011 12:56 PM

Page 3, Q6. Which of the following social media outlets does your camp use?		
1	shutterfly	Apr 22, 2011 2:56 PM
2	Messaging	Apr 20, 2011 5:07 PM
3	Blog	Apr 19, 2011 12:32 PM
4	blog	Apr 14, 2011 10:28 AM
5	vimeo	Apr 9, 2011 4:23 AM
6	organization website	Apr 8, 2011 3:48 AM
7	will probabably start tweeting soon :)	Apr 7, 2011 3:48 PM
8	Blog, Vimeo	Apr 7, 2011 8:22 AM
9	Blogs	Apr 6, 2011 5:59 PM
10	jumo.com	Apr 5, 2011 10:51 AM
11	Not for campers or staff during camp sessions.	Apr 5, 2011 5:41 AM
12	aol	Apr 5, 2011 5:20 AM
13	we do have a wed site	Apr 4, 2011 4:58 PM
14	ning.com	Apr 4, 2011 3:18 PM
15	none effectively	Apr 4, 2011 2:53 PM
16	Just initiating YouTube & LinkedIn	Apr 4, 2011 1:49 PM
17	Flickr, vimeo	Apr 4, 2011 1:18 PM
18	website	Apr 4, 2011 1:03 PM
19	Blogs	Apr 4, 2011 12:57 PM

Page 3, Q10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.		
1	upkeep	May 15, 2011 4:30 AM
2	structure renewal. Roofs collapsing and floors sagging. Our facility it getting tired.	May 6, 2011 2:51 PM
3	Camp Capacity	Apr 25, 2011 11:36 AM
4	air conditioning	Apr 22, 2011 2:56 PM
5	Water supply to camp	Apr 21, 2011 5:52 AM
6	Repair and replacement of docks.	Apr 20, 2011 5:07 PM
7	The camp we rent will be adding wheel chair ramps and trals to help accomadate us	Apr 20, 2011 11:52 AM
8	capital improvements	Apr 20, 2011 9:48 AM
9	Meeting new ADA requirements for swimming pools!!	Apr 19, 2011 4:04 PM
10	general upkeep	Apr 19, 2011 3:32 PM
11	the size of our location (we rent) and the unavaliblilty of our location	Apr 19, 2011 2:06 PM
12	strong winds/weather damage during season and off season illogical building/ accessibility requirements	Apr 19, 2011 1:28 PM
13	Updating and overhaul of main kitchen. Health Department is looking at changing the standards they hold camps to so we would need a kitchen found in a resturant with all the same equipment.	Apr 19, 2011 12:32 PM
14	Shower & septic renovation.	Apr 19, 2011 12:10 PM
15	Financial Stability	Apr 19, 2011 11:59 AM
16	meeting state codes with very old cabins	Apr 19, 2011 11:43 AM
17	Expenses, updating costs, staffing.	Apr 19, 2011 11:42 AM
18	Building upkeep and trail maintenance	Apr 19, 2011 11:27 AM
19	Pool facility upgrades/expansion/replacement/redesign	Apr 19, 2011 11:09 AM
20	drainage along our main path to the woods. We suffer significant erosion due to water damage.	Apr 19, 2011 11:09 AM
21	Replacing rotten logs in our main building	Apr 19, 2011 11:00 AM
22	federal, state, and county government restrictions of all kinds.	Apr 19, 2011 10:43 AM
23	Low enrollment means less money for maintenance overall but the most pressing issue is that the local health department is requiring that we convert all our old fashioned (and only seasonally used) cesspool/french drains be converted to costly modern sewage systems.	Apr 19, 2011 10:37 AM

Page 3, Q10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.

24	deferred main.	Apr 19, 2011 10:34 AM
25	Dining hall roof	Apr 19, 2011 10:32 AM
26	office space needs	Apr 19, 2011 10:32 AM
27	Cabin deterioration - rebuilding entire campsite.	Apr 19, 2011 10:28 AM
28	replacement of inground pool	Apr 19, 2011 10:25 AM
29	Regular maintenance and structural improvements.	Apr 18, 2011 12:11 PM
30	There is not enough indoor space to conduct rainy day activities	Apr 16, 2011 1:44 PM
31	new roofs for buildings	Apr 14, 2011 5:15 PM
32	improved housing for younger staff	Apr 14, 2011 10:28 AM
33	energy costs	Apr 13, 2011 11:26 AM
34	We lease our facility/ it's 80 years old and we have many buildings in disrepair.... it's difficult to get grants . Our dining hall is my biggest concern.	Apr 13, 2011 10:26 AM
35	Adding an additional bathroom and hopefully an Outdoor Education Center (huge capital undertaking)	Apr 12, 2011 11:00 AM
36	continually maintaining a safe and beautiful facility	Apr 11, 2011 5:45 PM
37	Water augmentation plan and landfill closure.	Apr 11, 2011 9:50 AM
38	age	Apr 11, 2011 9:16 AM
39	Funding for on-going maintenance	Apr 10, 2011 5:37 PM
40	Upgrade to our kitchen facility	Apr 10, 2011 6:14 AM
41	space needs	Apr 9, 2011 4:23 AM
42	roofing	Apr 8, 2011 6:40 PM
43	Having funds to address our deferred maintenance list. Our list keeps getting "deferred" in deference to the tight economy. Only some projects get done, not all that we'd like.	Apr 8, 2011 8:02 AM
44	facility in good shape.....i guess routine upkeep	Apr 8, 2011 3:48 AM
45	new roofs for some cabins	Apr 7, 2011 7:14 PM
46	My camp has grown significantly over the last years and we continue to build cabins and to update, improve and add on to the facility. We need a field house and new camp offices... (We need so much :))	Apr 7, 2011 3:48 PM
47	Need for expansion to serve more children; need new dining hall/multipurpose facility; need storm shelter.	Apr 7, 2011 1:12 PM

Page 3, Q10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.		
48	I hope that replacing the phone system this year will be the most significant issue for the next three years. Finances will dictate whether the enlarging of my dining hall will be done during this time period as well.	Apr 7, 2011 1:08 PM
49	Septic Erosion	Apr 7, 2011 11:16 AM
50	Raising money to install pools.	Apr 7, 2011 8:22 AM
51	Security at camp	Apr 7, 2011 7:43 AM
52	pool renovations, septic system renovation,	Apr 7, 2011 5:26 AM
53	Aging of facilities. Some buildings are 65+ years old. More importantly, new regulations have been passed in our state and county that will require upgrading our entire septic system. Even with a grant, this may be cost prohibitive.	Apr 6, 2011 7:05 PM
54	Keep up with our growth and facility usage as well as paying and getting donation for capital are not flashy like sewer.	Apr 6, 2011 5:59 PM
55	forest management	Apr 6, 2011 12:39 PM
56	indoor space	Apr 6, 2011 11:17 AM
57	lake water quality	Apr 6, 2011 10:18 AM
58	We currently rent our facilities.	Apr 6, 2011 6:59 AM
59	working on bunks upkeep	Apr 6, 2011 6:37 AM
60	Routine maintenance & capital (over $1,000) improvements, new boat purchases,	Apr 6, 2011 5:39 AM
61	dam maintenance/upgrades, septic rebuild	Apr 6, 2011 5:24 AM
62	Meeting Space Capacity	Apr 5, 2011 6:35 PM
63	Construction of a new dining hall to ensure increase in capacity	Apr 5, 2011 4:23 PM
64	Sewage treatment plant, security issues, dining hall replacement	Apr 5, 2011 4:00 PM
65	Constant Maintenance - Fears of ADA compliance	Apr 5, 2011 3:13 PM
66	staff housing	Apr 5, 2011 2:27 PM
67	Septic system	Apr 5, 2011 2:10 PM
68	replacing the windows on the cabins	Apr 5, 2011 1:57 PM
69	Plumbing infrastructure and storm water management	Apr 5, 2011 1:11 PM
70	How to share space with members as the membership base is growing and the facility space is not	Apr 5, 2011 1:04 PM
71	we don't own the facility	Apr 5, 2011 12:45 PM

Page 3, Q10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.		
72	Updating of cabins and chapel building.	Apr 5, 2011 12:10 PM
73	The need for solid structures/buildings. Our biggest challenge is during severe weather when we are packed into buildings. We need more!	Apr 5, 2011 11:12 AM
74	Ongoing care of buildings	Apr 5, 2011 11:07 AM
75	More/updated cabin space	Apr 5, 2011 11:04 AM
76	Expansion of facilities to serve more kids (expand shower houses to include more toilets, more lounge space for staff); keeping up with normal wear and tear.	Apr 5, 2011 10:51 AM
77	Roof replacement of indoor building/s	Apr 5, 2011 10:37 AM
78	Continual maintenance of an aging facility. Our main building has significant repairs planned in the the next three years.	Apr 5, 2011 10:14 AM
79	electrical bills	Apr 5, 2011 10:10 AM
80	Building upgrades and pool repair	Apr 5, 2011 9:40 AM
81	additional meeting space.	Apr 5, 2011 9:20 AM
82	replacement of swim docks UV light for potable water rather than chlorination	Apr 5, 2011 9:18 AM
83	replacement/overhaul of major structures such as our rock climbing tower and pier	Apr 5, 2011 9:05 AM
84	Building out the Master Plan	Apr 5, 2011 8:56 AM
85	We are in a master plan process now we intend to rebuild the entire camp.	Apr 5, 2011 8:31 AM
86	We have handled so many large area in the last 3 years we will be doing another needs assessment this year to determine what is next.	Apr 5, 2011 8:23 AM
87	water quality	Apr 5, 2011 8:11 AM
88	possibly add another unit	Apr 5, 2011 8:10 AM
89	Winterization	Apr 5, 2011 8:08 AM
90	We need a new dining hall	Apr 5, 2011 7:49 AM
91	New dining hall...ours is 80 years old and in poor condition. We've patched all we can.	Apr 5, 2011 7:35 AM
92	funds to complete camp	Apr 5, 2011 7:13 AM
93	roads	Apr 5, 2011 7:08 AM
94	asphalt and hard surface trail repair, painting	Apr 5, 2011 7:05 AM
95	Pools are extremely old and are in need of replacement	Apr 5, 2011 7:03 AM
96	painting tree work pool repairs	Apr 5, 2011 6:46 AM

Page 3, Q10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.

97	Swimming pool repairs and upgrades	Apr 5, 2011 6:42 AM
98	Replacing old heating and cooling system Swimming Pool - 50 years old	Apr 5, 2011 6:32 AM
99	septic system and building to allow year-round operation	Apr 5, 2011 6:32 AM
100	bed bugs	Apr 5, 2011 6:30 AM
101	Construction to the road to get into camp and elimination of our canoe pond.	Apr 5, 2011 6:29 AM
102	aging buildings - when to replace and when to renovate - sewage is an issue on our land	Apr 5, 2011 6:09 AM
103	maintenance and repair of older facilities.	Apr 5, 2011 6:06 AM
104	Possibly Building an Indoor field house	Apr 5, 2011 6:05 AM
105	renovating 100+year old lodge	Apr 5, 2011 5:53 AM
106	pool updates	Apr 5, 2011 5:52 AM
107	Repair of aging facilities and roofs.	Apr 5, 2011 5:41 AM
108	Improvements in kitchen/dining hall facility; continue growth of the adventure/climbing facility	Apr 5, 2011 5:30 AM
109	Not sure at this point.	Apr 5, 2011 5:20 AM
110	Staff Housing	Apr 5, 2011 5:19 AM
111	Upgrades and renovation of an aging physical plant to accommodate year around housing	Apr 4, 2011 10:42 PM
112	Infrastructure, specifically septic.	Apr 4, 2011 8:11 PM
113	Construction of new school buildings.	Apr 4, 2011 7:23 PM
114	Building an adult and family lodging.	Apr 4, 2011 6:21 PM
115	Sewer	Apr 4, 2011 6:08 PM
116	Nothing big on the horizon.	Apr 4, 2011 5:57 PM
117	Local zoning board difficulties/new permitting regulations/too much gov't.	Apr 4, 2011 5:34 PM
118	Repair of aging sleeping decks, (hopefully) a new kitchen, maintenance and repair to recently completed buildings	Apr 4, 2011 5:20 PM
119	1. Indoor sprogram space for severe weather 2. Dredging of the pond 3. Program building renovations to old structures	Apr 4, 2011 5:17 PM
120	rebuilding our boys' cabins	Apr 4, 2011 5:15 PM
121	Trying to navigate gevernmental regulations in order to upgrade and develop within the with the NJ Highlands Preservation area.	Apr 4, 2011 5:05 PM

Page 3, Q10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.

122	keeping up with an aging facility and up grading as much as possible	Apr 4, 2011 4:58 PM
123	Washout of roads	Apr 4, 2011 4:37 PM
124	ongoing repairs and replacement -- also changing water/waste water regulations	Apr 4, 2011 4:10 PM
125	Debt reduction from previous construction	Apr 4, 2011 3:52 PM
126	Everything! We'll be starting a huge capitol improvement plan, so there will be too much to type here.	Apr 4, 2011 3:32 PM
127	capitial improvements--deferred maintenance	Apr 4, 2011 3:18 PM
128	Deferred maintenance on all our facilities. New entrance, dredge our lake, new water system, new shop	Apr 4, 2011 3:04 PM
129	income	Apr 4, 2011 2:53 PM
130	Septic systems	Apr 4, 2011 2:51 PM
131	Fire mitigation and forest health	Apr 4, 2011 2:44 PM
132	New lodge and new dining hall	Apr 4, 2011 2:36 PM
133	roofing & road work	Apr 4, 2011 2:32 PM
134	Upkeep and maintenance on exisiting structures	Apr 4, 2011 2:26 PM
135	Flooding	Apr 4, 2011 2:22 PM
136	Septic system(s)	Apr 4, 2011 2:16 PM
137	building new facilities	Apr 4, 2011 2:15 PM
138	Need for additional Staff Housing, as well as need for additional multipurpose space.	Apr 4, 2011 2:08 PM
139	Buildings are 50 years old, so many of them need structural updates.	Apr 4, 2011 2:07 PM
140	cost of upkeep	Apr 4, 2011 2:03 PM
141	We rent parks for day camp - so we are worried about the effects of city/county budget cuts	Apr 4, 2011 1:59 PM
142	Erosion control	Apr 4, 2011 1:51 PM
143	lease rates increasing	Apr 4, 2011 1:50 PM
144	Need for large program building to accommodate large numbers of participants in inclimate weather, arrival & departure (drinks/toileting/orientation info area, etc).	Apr 4, 2011 1:49 PM
145	The status of our lagoon system.	Apr 4, 2011 1:45 PM
146	Roofing	Apr 4, 2011 1:43 PM

Page 3, Q10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.		
147	Ihave no idea	Apr 4, 2011 1:43 PM
148	septic	Apr 4, 2011 1:40 PM
149	upgrading faciliies with a limited budget	Apr 4, 2011 1:37 PM
150	Filter for pool/ painting	Apr 4, 2011 1:35 PM
151	Increasing number of cabins for growth	Apr 4, 2011 1:32 PM
152	Maintaining an aged run down facility.	Apr 4, 2011 1:32 PM
153	WE ARE IN THE MIDDLE OF A $3 MILLION CAPITAL CAMPAIGN IN ORDER TO RENOVATE AND REMODEL ALL CABINS AND TO BUILD A GYMNASIUM.	Apr 4, 2011 1:31 PM
154	The rustic nature of camp. Needing to update many of our buildings, adding flush toilets.	Apr 4, 2011 1:30 PM
155	Increased lodging and better quality sleeping arangements	Apr 4, 2011 1:28 PM
156	maintaining facilites as there use continues to increase during the school year.	Apr 4, 2011 1:25 PM
157	Bank erosion	Apr 4, 2011 1:24 PM
158	Erosion/Capital Improvements	Apr 4, 2011 1:23 PM
159	Maintenance of the largest collection of Civilian Conservtion Corps constructed (1938-39) buildings in the nation - the cost. Plus an out of control government with imagination to create more mandates.	Apr 4, 2011 1:23 PM
160	Outgrowing it!	Apr 4, 2011 1:22 PM
161	Cabin improvement	Apr 4, 2011 1:19 PM
162	encroachment from free flowing river, lose of river bank, preventative maint in a wet climate.	Apr 4, 2011 1:18 PM
163	increasing climate control spaces for hot/rain weather	Apr 4, 2011 1:18 PM
164	Need more buildings	Apr 4, 2011 1:17 PM
165	CO detectors, age/condition of facilities	Apr 4, 2011 1:17 PM
166	Fire Abatement	Apr 4, 2011 1:15 PM
167	Remodelling or rebuilding our dining hall	Apr 4, 2011 1:15 PM
168	Diversifying our Campus to run concurrent Boys/Girls Programs	Apr 4, 2011 1:15 PM
169	Updating facilities due to land changes, erosion. we are ON the beach and sand and the soft land create issues as well as septic issues.	Apr 4, 2011 1:11 PM
170	We need a new office and mess hall.	Apr 4, 2011 1:10 PM
171	building our new mainland base facility	Apr 4, 2011 1:07 PM

Page 3, Q10. Describe the most significant issue related to your physical facility that you will have to address in the next 3 years.

172	deferred maintenance	Apr 4, 2011 1:05 PM
173	Replacement of 50-year-old-or-more buildings.	Apr 4, 2011 1:05 PM
174	Building more large indoor space for workshops and other activities.	Apr 4, 2011 1:03 PM
175	Ability to work with the fairgrounds	Apr 4, 2011 1:03 PM
176	Capital campaign/new building development	Apr 4, 2011 1:03 PM
177	Unhelpful building codes and health department regulations	Apr 4, 2011 1:00 PM
178	Swimming pool, conference center areas.	Apr 4, 2011 12:59 PM
179	Sudden Oak death.	Apr 4, 2011 12:58 PM
180	Retirement of our property manager	Apr 4, 2011 12:56 PM

Page 4, Q11. Related to program issues, we plan on:		
1	adding a new program every year	May 15, 2011 4:32 AM
2	no changes yet	Apr 25, 2011 11:39 AM
3	We cutone week of camp...planning on more kids in fewer weeksof summer camp.	Apr 21, 2011 5:55 AM
4	we are not cutting back in any program areas and are in fact adding an area	Apr 19, 2011 4:08 PM
5	Shortened sessions for younger campers. Parents willing to pay for a 4 day session but not a 7 day session.	Apr 19, 2011 12:36 PM
6	We are expanding program offerings as a way to promote increased value.	Apr 19, 2011 11:11 AM
7	We have made no changes in this area	Apr 19, 2011 11:02 AM
8	keeping the same, but watching the expenses; connecting more with donors for projects	Apr 19, 2011 10:49 AM
9	Changing marketing expenditures. Moving away from all print media.	Apr 19, 2011 10:40 AM
10	Offer more programs.	Apr 19, 2011 10:36 AM
11	None planned. We have already made cuts to staffing, salaries, and a couple programs (2009).	Apr 18, 2011 12:13 PM
12	We are not making any cuts...	Apr 13, 2011 10:31 AM
13	continuing to improve offerings	Apr 11, 2011 5:49 PM
14	no changes	Apr 11, 2011 10:01 AM
15	don't expect to make changes this summer as yet	Apr 7, 2011 5:31 AM
16	Transportation fee will now include baggage transportation. We will do this in house rather than pay to have it done.	Apr 6, 2011 7:10 PM
17	We raise our rate by 3% every year. Our rate is all inclusive We add campers every year for the past 7 years.	Apr 6, 2011 6:06 PM
18	shortening summer	Apr 6, 2011 12:40 PM
19	Incremental annual tuition increases- 2 -3 %	Apr 6, 2011 5:41 AM
20	None of the Above- We're actually looking to increase our programming within our budget	Apr 5, 2011 4:24 PM
21	Prayer!	Apr 5, 2011 3:28 PM
22	Charging less for enrollment and adding more programs	Apr 5, 2011 3:16 PM
23	keeping everything the same,	Apr 5, 2011 12:46 PM
24	None of the above. We are increasing our budget for all programs.	Apr 5, 2011 11:16 AM
25	none of these. seems like a negative question. we are always adding more.	Apr 5, 2011 11:10 AM

Page 4, Q11. Related to program issues, we plan on:		
26	cutting back on some out of camp trips because of gas prices	Apr 5, 2011 9:22 AM
27	none of the above	Apr 5, 2011 8:27 AM
28	We are trying to recruit volunteers for some specialized progamming needs and offering something only once every two weeks rather than each week.	Apr 5, 2011 7:59 AM
29	borrowing money, selling personal property and trying to weather the Republican's economic shambles	Apr 5, 2011 6:35 AM
30	Considering a higher charge for transpotation	Apr 5, 2011 6:33 AM
31	Offering one less week this summer	Apr 5, 2011 6:14 AM
32	More agressive marketing to increase attendance; camper recruitment incentives.	Apr 5, 2011 5:51 AM
33	none at this time.	Apr 5, 2011 5:23 AM
34	being cognizant of all program costs and strictly adhering to budget	Apr 5, 2011 5:21 AM
35	eliminating transportation options	Apr 4, 2011 10:45 PM
36	None of the above.	Apr 4, 2011 8:13 PM
37	Offering returning families a lower discounted rate, then new families a slightly lower rate.	Apr 4, 2011 7:27 PM
38	Maintinaing and increasing program maintaining 2010 cost	Apr 4, 2011 6:13 PM
39	No major changes planned.	Apr 4, 2011 5:59 PM
40	Changing scholarship program	Apr 4, 2011 5:23 PM
41	educating parents on the value of camp - holding back on price increased if possible	Apr 4, 2011 5:20 PM
42	none - we don't have to make any adjustments	Apr 4, 2011 5:20 PM
43	For summer camp we revised how we show our fees (previously we had a price with lots of possible discounts, now one price no discounts.	Apr 4, 2011 4:15 PM
44	trimming back staff, marketing harder	Apr 4, 2011 2:57 PM
45	changes the order of sessions to reduce impact of low enrollment in earliest session	Apr 4, 2011 2:57 PM
46	not making changes	Apr 4, 2011 2:55 PM
47	No changes in programs or charges	Apr 4, 2011 2:49 PM
48	Not changing anything	Apr 4, 2011 2:33 PM
49	We are going in a different direction, in that we try to give parents more value for thier dollars. Therefore recruiting more campers, with little to no increase in program costs.	Apr 4, 2011 2:28 PM

Page 4, Q11. Related to program issues, we plan on:		
50	keeping things the same for the time being	Apr 4, 2011 2:18 PM
51	Partnering with other camps and organizations	Apr 4, 2011 1:59 PM
52	none	Apr 4, 2011 1:44 PM
53	Offering to parents/guardians/ churches an installment payment program.	Apr 4, 2011 1:38 PM
54	offering more programs	Apr 4, 2011 1:35 PM
55	N/A	Apr 4, 2011 1:34 PM
56	maintain what we have	Apr 4, 2011 1:27 PM
57	None of the above	Apr 4, 2011 1:26 PM
58	Charging a highter camp fee	Apr 4, 2011 1:24 PM
59	Maintain our current program	Apr 4, 2011 1:22 PM
60	N/A	Apr 4, 2011 1:19 PM
61	none of the above	Apr 4, 2011 1:06 PM

Page 4, Q12. Related to staffing issues, we plan on:		
1	no raises to returning staff	May 15, 2011 4:32 AM
2	We have not changed any staff ratios, etc. However,, last year we did not fo across the board increases for many of our senior people.	Apr 19, 2011 4:08 PM
3	none of above- maintaining current staffing levels	Apr 19, 2011 1:30 PM
4	Giving staff weeks off when numbers are low in certain weeks.	Apr 19, 2011 12:36 PM
5	Reducing administration staff	Apr 19, 2011 11:11 AM
6	We have actually increased salaries.	Apr 19, 2011 11:02 AM
7	Staff are important. At this point we are not cutting back, unless enrollment mandates it.	Apr 19, 2011 10:49 AM
8	Again, cuts have already been made and none planned for now.	Apr 18, 2011 12:13 PM
9	none of the above - no changes in staffing or rations planned	Apr 14, 2011 10:31 AM
10	None of the above. Staff would be the last place we would cut	Apr 13, 2011 10:31 AM
11	no changes	Apr 11, 2011 10:01 AM
12	Eliminating raises for staff; holding salaries at level from previous year(s).	Apr 8, 2011 8:09 AM
13	None of the above	Apr 7, 2011 3:51 PM
14	We are not lowering salaries, but we are not raising them significantly. We are not willing to compromise any of our ratios or programming or training	Apr 7, 2011 1:15 PM
15	we are fully staffed by volunteers already	Apr 7, 2011 5:31 AM
16	Hiring staff more in line with enrollment numbers. Ratio will still be same, just fewer staff.	Apr 6, 2011 7:10 PM
17	None. We are growing we will add staff and need more experenced staff	Apr 6, 2011 6:06 PM
18	Same pattern - no changes	Apr 6, 2011 5:26 AM
19	N/A	Apr 5, 2011 4:24 PM
20	Continue to hire well qualified staff and provide increased supervision	Apr 5, 2011 4:07 PM
21	Hiring better staff	Apr 5, 2011 3:16 PM
22	None of the above	Apr 5, 2011 2:12 PM
23	I upped my number of staff by 3 this year, totalling 6 over the last two years.	Apr 5, 2011 11:16 AM
24	again, very negative question. we are doing none of these.	Apr 5, 2011 11:10 AM
25	Our staff is about the same	Apr 5, 2011 11:07 AM
26	None of the above -- no change	Apr 5, 2011 10:58 AM

Page 4, Q12. Related to staffing issues, we plan on:		
27	Combining two positions	Apr 5, 2011 9:00 AM
28	I am hiring more staff this year due to camper number increases. I already pay my staff higher starting rates than any other camp in TX. Starting salary is around $320 weekly	Apr 5, 2011 8:27 AM
29	no change	Apr 5, 2011 8:13 AM
30	none of the above- no changes to staffing	Apr 5, 2011 8:09 AM
31	DIVERSITY in our staff it has been tough to recruit non-white	Apr 5, 2011 7:59 AM
32	Hiring more experienced staff and try to get return staff to come back.	Apr 5, 2011 7:32 AM
33	I do not believe that any of these chouices are viable or wise	Apr 5, 2011 7:12 AM
34	Raised pay for staff - summer is one less week shorter than in the past	Apr 5, 2011 6:14 AM
35	We are not planning on cutting anything as it pertains to staffing.	Apr 5, 2011 6:09 AM
36	none at this time.	Apr 5, 2011 5:23 AM
37	putting energy into recruiting and retaining higher level staff who will hopefully stay season to season	Apr 5, 2011 5:21 AM
38	Hiring only the staff we need based on enrollment.	Apr 4, 2011 8:13 PM
39	All volunteers recruiting more. No paid staff ever	Apr 4, 2011 6:13 PM
40	None of the above.	Apr 4, 2011 5:59 PM
41	We are actually increasing our staff numbers	Apr 4, 2011 5:23 PM
42	We are hiring more staff. We have increased enrollment	Apr 4, 2011 5:20 PM
43	Bartering for staff services if possible.	Apr 4, 2011 5:07 PM
44	Some specialists previously were not serving as cabin counselors and now will be	Apr 4, 2011 4:15 PM
45	Reducing the number of year-round staff and hiring more part time staff.	Apr 4, 2011 3:09 PM
46	right-sizing staff, not increasing ratios	Apr 4, 2011 2:57 PM
47	no change in the financial issues around staffing	Apr 4, 2011 2:57 PM
48	trying to maintain our current staffing levels	Apr 4, 2011 2:55 PM
49	No changes in staffing charges. We raised seasonal staff salaries	Apr 4, 2011 2:49 PM
50	Not changing anything	Apr 4, 2011 2:33 PM
51	We believe the staff make the experience so in no way are we going to do anything to change ratios or pay staff less. If anything we would like to have more staff and get ratios lower, therefore giving campers a better experience.	Apr 4, 2011 2:28 PM

Page 4, Q12. Related to staffing issues, we plan on:		
52	keeping things the same for the time being	Apr 4, 2011 2:18 PM
53	None of the above	Apr 4, 2011 2:02 PM
54	We hired fewer staff and will keep ratios the same...	Apr 4, 2011 1:59 PM
55	N/A	Apr 4, 2011 1:34 PM
56	adding staff to reduce ratio and risk	Apr 4, 2011 1:27 PM
57	maintain what we now do.	Apr 4, 2011 1:27 PM
58	None of the above	Apr 4, 2011 1:26 PM
59	N/A	Apr 4, 2011 1:24 PM
60	no change	Apr 4, 2011 1:15 PM
61	none of the above	Apr 4, 2011 1:06 PM
62	recruiting less program specific staff	Apr 4, 2011 1:03 PM

Page 4, Q13. Related to food services, we plan on:		
1	no food service changes	Apr 25, 2011 11:39 AM
2	Seeking new bids from Food service providers.	Apr 20, 2011 5:14 PM
3	Implementing sustainable organic garden on property	Apr 20, 2011 12:05 PM
4	N/A	Apr 20, 2011 11:53 AM
5	N/A	Apr 19, 2011 4:08 PM
6	Cutting down on outdoor cooking options for campers.	Apr 19, 2011 12:36 PM
7	no changes	Apr 19, 2011 11:44 AM
8	We have made no changes in this area	Apr 19, 2011 11:02 AM
9	More observant with costs and waste	Apr 19, 2011 10:40 AM
10	reduce number of kitchen staff	Apr 19, 2011 10:36 AM
11	None planned.	Apr 18, 2011 12:13 PM
12	none of the above	Apr 14, 2011 10:31 AM
13	continue to hire a "Chef" that cooks fresh and from scratch. This has proven to save us money even though we have to pay our Chef top dollar!	Apr 13, 2011 10:31 AM
14	no changes	Apr 11, 2011 5:49 PM
15	no changes	Apr 11, 2011 10:01 AM
16	Tighter portion control -- but not at the expense of campers or staff being hungry.	Apr 8, 2011 8:09 AM
17	We will find more creative ways of spending the monies for the food services without increasing the costs or compromising the quality. We are still planning to be on a 4 week rotation for menu options.	Apr 7, 2011 1:15 PM
18	Trying to serve more prepared and fresh foods, which will increase costs	Apr 7, 2011 8:25 AM
19	no change expected at this point	Apr 7, 2011 5:31 AM
20	Just watching the cost of what we buy. Less waste?	Apr 6, 2011 7:10 PM
21	We raise our rate by 3% every year. Our rate is all inclusive We add campers every year for the past 7 years.	Apr 6, 2011 6:06 PM
22	nothing changing	Apr 6, 2011 12:40 PM
23	Continue to manage and try to save where possible.	Apr 6, 2011 5:26 AM
24	N/A	Apr 5, 2011 4:24 PM
25	Keeping close eye on budget while improving quality of food service	Apr 5, 2011 4:07 PM
26	Still maintain same quality	Apr 5, 2011 3:16 PM

Page 4, Q13. Related to food services, we plan on:		
27	None of the above	Apr 5, 2011 2:12 PM
28	none of these	Apr 5, 2011 11:10 AM
29	None of the above -- staying same	Apr 5, 2011 10:58 AM
30	incorporating more local produce	Apr 5, 2011 9:22 AM
31	no changes	Apr 5, 2011 8:27 AM
32	none	Apr 5, 2011 8:09 AM
33	We dont really offer to many meals for summer camp.	Apr 5, 2011 7:32 AM
34	doing nothing	Apr 5, 2011 7:25 AM
35	Our campers qualifiy for free lunches and snacks through the state.	Apr 5, 2011 6:33 AM
36	raising cost for user groups - working harder on quantity control	Apr 5, 2011 6:14 AM
37	Creating a standardized weekly menu that will not alter as much as in past summers.	Apr 5, 2011 5:51 AM
38	none at this time.	Apr 5, 2011 5:23 AM
39	None of the above. High quality food service is very important to our community.	Apr 4, 2011 8:13 PM
40	Maintaining 2010 menus Special programs may be cooking out more	Apr 4, 2011 6:13 PM
41	None of the above.	Apr 4, 2011 5:59 PM
42	may add surcharge for special dietary requirements	Apr 4, 2011 5:20 PM
43	no changes for summer	Apr 4, 2011 4:15 PM
44	Shop for better deals rather than only buying from one primary vendor.	Apr 4, 2011 3:09 PM
45	ending family style serving, going to less-waste buffet style	Apr 4, 2011 2:57 PM
46	making wise and careful choices	Apr 4, 2011 2:57 PM
47	Trying to provide more healthy options but no changes for financial reasons	Apr 4, 2011 2:49 PM
48	Not changing anything	Apr 4, 2011 2:33 PM
49	Food services are not changing anything.	Apr 4, 2011 2:28 PM
50	keeping things the same for the time being	Apr 4, 2011 2:18 PM
51	implimenting a menu rotation	Apr 4, 2011 2:18 PM
52	None of the above	Apr 4, 2011 2:02 PM
53	We are in the process of determining if there are better options for us food service wise...	Apr 4, 2011 1:59 PM
54	N/A	Apr 4, 2011 1:46 PM

Page 4, Q13. Related to food services, we plan on:		
55	none	Apr 4, 2011 1:44 PM
56	Menu changes to capitilize on special deals throughout the summer	Apr 4, 2011 1:42 PM
57	implementing a two week rotation instead of a three week rotation	Apr 4, 2011 1:35 PM
58	N/A	Apr 4, 2011 1:34 PM
59	maintain what we now do	Apr 4, 2011 1:27 PM
60	N/A	Apr 4, 2011 1:24 PM
61	holding tight with what we have	Apr 4, 2011 1:21 PM
62	N/A	Apr 4, 2011 1:19 PM
63	more efficient buying, practices buying in bulk, being more aggressive with food distributor	Apr 4, 2011 1:15 PM
64	implementing cost and inventory controls	Apr 4, 2011 1:08 PM
65	N/A	Apr 4, 2011 1:00 PM
66	None of the above, but always looking to save.	Apr 4, 2011 12:58 PM

Page 4, Q14. Related to capital/infrastructure costs, we plan on:		
1	Manage capital expenditures budgeted for 2011	Apr 20, 2011 5:14 PM
2	N/A	Apr 20, 2011 11:53 AM
3	Capital projects will be by donors, not out of camp budgets, and only as funds are available, not promised	Apr 19, 2011 10:49 AM
4	"Idling" portions of our year-round facility.	Apr 8, 2011 8:09 AM
5	the facility is used year round already	Apr 7, 2011 5:31 AM
6	We will not do any major capital expanditures with out a matching capital donation.	Apr 6, 2011 6:06 PM
7	Do as much as we can, we are wrapping up a capital campaign and have adequate funding for routine issues.	Apr 6, 2011 5:26 AM
8	N/A	Apr 5, 2011 4:24 PM
9	have a 10 year plan to improve facilities -in our 4th year of plan; hired a master site planner to update plan	Apr 5, 2011 4:07 PM
10	I've spent more on our facility the last 2 years - the money you invest eventually comes back as increased business	Apr 5, 2011 3:16 PM
11	None of the above	Apr 5, 2011 2:12 PM
12	we are beggining a new capital campaign shortly to further develop the camp.	Apr 5, 2011 11:16 AM
13	none of these	Apr 5, 2011 11:10 AM
14	Continuing with our building program	Apr 5, 2011 10:58 AM
15	We just finished our 2nd stage of a 3 stage water project, we will do stage 3 next winter.	Apr 5, 2011 8:27 AM
16	Capital Campaign in the next few years... tough in this economic times	Apr 5, 2011 7:59 AM
17	Partnering with other non-profits like the YMCA, expanding our EcoEternity Forest	Apr 5, 2011 7:12 AM
18	budgeting money for roof replacement over the next 10 yeara	Apr 5, 2011 6:14 AM
19	Encouraging planned giving; planning capital campaign (first since 2004); agressively recruiting guest groups.	Apr 5, 2011 5:51 AM
20	none at this time.	Apr 5, 2011 5:23 AM
21	We are renters Facility we use just used a grant to replace 2 treehouses with 3 new cabins	Apr 4, 2011 6:13 PM
22	None of the above.	Apr 4, 2011 5:59 PM
23	increasing capacity at each session (hence more staff) to increase numbers to boost grant awards	Apr 4, 2011 5:23 PM

Page 4, Q14. Related to capital/infrastructure costs, we plan on:		
24	we are planning more programming and rentals September through May	Apr 4, 2011 5:20 PM
25	We are doing what we can to keep up with all maintenance, however we are carefully weighing what must be done versus what is preventative. As for question on previous page, we do have a "basis" of a preventative plan, however we have so much deferred maintenance, it will take awhile to catch up	Apr 4, 2011 4:15 PM
26	pay off our debt	Apr 4, 2011 3:53 PM
27	Upgrading as many facilities as possible to generate excitement about coming to our camp.	Apr 4, 2011 3:09 PM
28	we have cut back on year-round staff	Apr 4, 2011 2:57 PM
29	We are moving forward fairly rapidly on capital expenditures	Apr 4, 2011 2:49 PM
30	We are kicking off a half million dollar capital campaign in a month.	Apr 4, 2011 2:28 PM
31	We are hiring a Fund Development Director to insure that we can sustain our mission going forward, spend our resources wisely and plan what get's prioritized in the future....	Apr 4, 2011 1:59 PM
32	none	Apr 4, 2011 1:44 PM
33	investing in our site, new mattresses, build new beds, refinish floors, anything a camper touches we want it to be the best	Apr 4, 2011 1:35 PM
34	N/A	Apr 4, 2011 1:34 PM
35	make some improvements this summer	Apr 4, 2011 1:27 PM
36	We have a plan for spending.	Apr 4, 2011 1:22 PM
37	none of the above	Apr 4, 2011 1:06 PM

Page 4, Q15. Related to general issues, we plan on:		
1	Plan to continue to implement more "green" measures.	Apr 19, 2011 4:08 PM
2	optional multi-tier tuition plan	Apr 14, 2011 5:17 PM
3	diplomatically aggessive with current families and alumni to help market	Apr 7, 2011 7:19 PM
4	Implementing green measures for teaching and promoting sustainability	Apr 7, 2011 8:25 AM
5	seeking funds from past staff will be the focus for now.	Apr 7, 2011 5:31 AM
6	Solar panels installed; reviewing programs to increase revenue	Apr 5, 2011 4:07 PM
7	Continue to do what we do and offer the services we do	Apr 5, 2011 3:16 PM
8	we are always raising funds to send low income kids to camp and for capital expenditures	Apr 5, 2011 11:10 AM
9	Agressively pushing our 3 major annual fund-raising events (Golf Tournament; Music Festival; Church Bazaar/Fair)	Apr 5, 2011 5:51 AM
10	None of the above.	Apr 4, 2011 5:59 PM
11	re-evaluating expenses	Apr 4, 2011 5:20 PM
12	Install solor panels	Apr 4, 2011 3:09 PM
13	we have cut as much as we can without handicapping the operation	Apr 4, 2011 2:57 PM
14	We will maintain the reduction in force (implemented in 2007 & 2009) of two full time, year round staff at lease throught 2011	Apr 4, 2011 1:59 PM
15	none	Apr 4, 2011 1:44 PM
16	move back to a May - October season rather than year round.	Apr 4, 2011 1:27 PM

Page 4, Q16. Did you use the information ACA shared on the HIRE Act?		
1	do not know - hr handled it all	Apr 22, 2011 2:58 PM
2	Not sure	Apr 21, 2011 5:55 AM
3	probably around $3,000.	Apr 19, 2011 10:49 AM
4	not sure	Apr 19, 2011 10:42 AM
5	$1000	Apr 13, 2011 11:29 AM
6	$13,000	Apr 11, 2011 10:01 AM
7	(I don't have access to that info)	Apr 8, 2011 8:09 AM
8	$3500	Apr 7, 2011 7:19 PM
9	approx 11000	Apr 7, 2011 7:47 AM
10	Some, not sure exactly how much.	Apr 6, 2011 7:10 PM
11	???	Apr 6, 2011 6:39 AM
12	unaware	Apr 6, 2011 5:41 AM
13	do not have access to that info.	Apr 6, 2011 5:26 AM
14	$5000	Apr 5, 2011 2:29 PM
15	My finance department is out today, but I think it was close to $8,000-$11,000.	Apr 5, 2011 11:16 AM
16	at least $3000.	Apr 5, 2011 11:10 AM
17	not sure	Apr 5, 2011 10:53 AM
18	a few thousand dollars	Apr 5, 2011 8:13 AM
19	5700	Apr 5, 2011 7:59 AM
20	30,000	Apr 5, 2011 6:07 AM
21	We do not pay staff	Apr 4, 2011 6:13 PM
22	don't know about it	Apr 4, 2011 2:57 PM
23	$4,500	Apr 4, 2011 2:49 PM
24	I dont know	Apr 4, 2011 2:33 PM
25	Not sure. This was rolled up with the association.	Apr 4, 2011 2:10 PM
26	10,000	Apr 4, 2011 1:53 PM
27	no time	Apr 4, 2011 1:51 PM
28	$8078.56	Apr 4, 2011 1:40 PM
29	527	Apr 4, 2011 1:35 PM

Page 4, Q16. Did you use the information ACA shared on the HIRE Act?		
30	no time to pull that. We have two major youth conferences this week and next. Camp is not all we do. I estimate between $1,000 and $2,000.	Apr 4, 2011 1:27 PM
31	Unsure	Apr 4, 2011 1:22 PM
32	$5,151.85	Apr 4, 2011 1:15 PM
33	not sure information kept at HR office	Apr 4, 2011 1:08 PM
34	8K	Apr 4, 2011 1:01 PM
35	I passed it along to our association	Apr 4, 2011 12:58 PM

Page 4, Q17. Please indicate the sources of any grants you received.		
1	we are a state operated facility	Apr 19, 2011 11:44 AM
2	personal gifts and fund raising	Apr 7, 2011 5:31 AM
3	Individual donations are our main sorce	Apr 6, 2011 6:06 PM
4	received small denominational environmental grant	Apr 5, 2011 6:14 AM
5	we have received limited grant funding for summer	Apr 4, 2011 4:15 PM
6	unknown	Apr 4, 2011 3:34 PM
7	Pass through grant from National affiliation	Apr 4, 2011 2:02 PM
8	We received a Federal Grant to build capacity in 2010--our mission is not supported by Federal monies...	Apr 4, 2011 1:59 PM
9	Camperships	Apr 4, 2011 1:05 PM

Page 4, Q20. Please describe how you access information regarding government grants, including what websites and listservs you might use.		
1	county website	May 15, 2011 4:32 AM
2	do not use	Apr 25, 2011 11:39 AM
3	County Supervisor's support staff	Apr 20, 2011 5:14 PM
4	NA	Apr 19, 2011 12:17 PM
5	We are a state operated facility so we use state funding.	Apr 19, 2011 11:44 AM
6	Grants do not apply to us we are independent for-profit	Apr 19, 2011 11:02 AM
7	friends of camp who have connections and knowledge	Apr 19, 2011 10:49 AM
8	I would like to see the answers to this question!	Apr 19, 2011 10:40 AM
9	organization has grant writer	Apr 19, 2011 10:36 AM
10	I am not sure where we found out about it. It was a grant for forest management.	Apr 11, 2011 10:01 AM
11	Our development office does this. We have received dollars from the State Department.	Apr 8, 2011 8:09 AM
12	NA	Apr 7, 2011 7:19 PM
13	Missouri and Illinois State programs- Summer Food and Title XX are the two sources of government funding we have.	Apr 7, 2011 1:16 PM
14	Website USDA grant for forest management plan and soil erosion	Apr 7, 2011 11:21 AM
15	Our association has a part-time grant writing the researches and writes our grants.	Apr 7, 2011 8:25 AM
16	DNA	Apr 5, 2011 2:12 PM
17	only through USDA	Apr 5, 2011 10:53 AM
18	We have folks on our board who look for them	Apr 5, 2011 7:59 AM
19	Our grant writer surfs the web and we use ACA information	Apr 5, 2011 7:06 AM
20	Have not had much luck with federal grants. Have found some information recently on local and state grants. I hope to apply for some this year.	Apr 5, 2011 6:34 AM
21	mostly through food programs	Apr 5, 2011 5:58 AM
22	Our development dep't.	Apr 5, 2011 5:32 AM
23	We use resources provided by the diocese because we have a difficult time meeting all of the requirements for most public grants	Apr 4, 2011 10:45 PM
24	We do not seek any governmental assistance	Apr 4, 2011 6:13 PM

Page 4, Q20. Please describe how you access information regarding government grants, including what websites and listservs you might use.		
25	Our development department researches and uses connections to learn about opportunities. We help in the program department by checking the ACA's site.	Apr 4, 2011 5:23 PM
26	Web. Not sure of exact sites	Apr 4, 2011 5:07 PM
27	I have a fund development staff member who does searches also the YMCA association has a grants department that posts RFPs in camp newsletter and on the YMCA Exchange website, and I also forward information that I see/hear from ACA, other camps or organizations.	Apr 4, 2011 4:15 PM
28	This was a one-time state grant related to the clean up of flood and weather related emergencies. they contacted us.	Apr 4, 2011 2:28 PM
29	relationships developed with local government agencies.	Apr 4, 2011 2:18 PM
30	grants.gov National Assembly e-mails	Apr 4, 2011 2:02 PM
31	One of our funders told me about a federal initiative called the Compassion Capital Fund Collaborative, for non-profits to receive up to $20,000 to build capacity.	Apr 4, 2011 1:59 PM
32	n/a	Apr 4, 2011 1:44 PM
33	grants.gov	Apr 4, 2011 1:42 PM
34	I've been around a long time. I read. I look. I listen.	Apr 4, 2011 1:27 PM
35	Have not accessed information on grants.	Apr 4, 2011 1:24 PM
36	We have a Development Department that researches and applies for grants.	Apr 4, 2011 1:18 PM
37	Public Library grant listings - not sure which	Apr 4, 2011 1:15 PM
38	Kentucky Bicycle and Bikeway Commission	Apr 4, 2011 1:06 PM
39	Handled by council grants staff	Apr 4, 2011 1:03 PM

Page 5, Q21. During the past two years, have your camp's environmental education programs for schools:		
1	Budget cuts in school are reducing weeks that ODS is running.	Apr 19, 2011 1:09 PM
2	We just started a program last year, so we went from none to some.	Apr 19, 2011 12:09 PM
3	plans include a development of this	Apr 7, 2011 5:42 AM
4	school groups using grounds has remained fairly flat	Apr 5, 2011 4:15 PM
5	we have added new schools but lost more schools	Apr 5, 2011 11:21 AM
6	The facility did but schools are now underbudgeted and have cut programs	Apr 4, 2011 6:23 PM

Page 5, Q21. During the past two years, have your camp's environmental education programs for schools:		
7	Enrollments in the schools we serve decreased--we still serve the same amount of schools...	Apr 4, 2011 2:17 PM

Page 5, Q23. If you offer environmental education programs to schools, do you grant academic credit to K-12 students who attend these programs?		
1	We meet state standards	Apr 21, 2011 6:00 AM
2	it's part of the school's curriculum and education program	Apr 19, 2011 10:58 AM
3	It is part of the schools ongoing curriculum. Not sure what the question means. Camps can't offer credit...	Apr 5, 2011 11:21 AM
4	We do not grant the credit the school does because our subject material meets state requirements	Apr 5, 2011 7:20 AM
5	we do not run the outdoor education program - but host a nearby program that has seen some growth in recent years	Apr 5, 2011 6:37 AM
6	It's up to the individual schools, but they come here as part of their curriculum for field trips.	Apr 5, 2011 6:07 AM
7	We certainly would love to have Outdoor Ed for the schools. We have to convince the adminstrators of the value with $153 million in state budget cuts that just happened this week	Apr 4, 2011 6:23 PM
8	Schools bring their classes to our schools. We match our curriculum to the state standards to enhance what is learned in the classroom.	Apr 4, 2011 4:26 PM
9	We meet state standards and students receive credit from their schools for our ee programs	Apr 4, 2011 2:58 PM
10	Summer School youth attend for 5 days--we provide program overview & goals and verification of attendance, as well as feedback re: behavior	Apr 4, 2011 2:17 PM
11	Show how educational components meet ORC standards for specific areas.	Apr 4, 2011 1:56 PM
12	N/A	Apr 4, 2011 1:42 PM
13	N/A	Apr 4, 2011 1:28 PM

Page 5, Q24. Please indicate any camps specifically for unique populations that you have added over the last 5 years:

1	We are a fully inclusive camp	Apr 20, 2011 11:59 AM
2	Children who live with a family member who has demential related illness	Apr 19, 2011 3:41 PM
3	LGBT session	Apr 19, 2011 1:36 PM
4	camp and retreat for kids with type 2 diabetes	Apr 19, 2011 12:09 PM
5	9/11 victim's families	Apr 19, 2011 11:17 AM
6	developmentally disabled, blind	Apr 19, 2011 10:58 AM
7	But we have offered to military/veterans organizations that we will give "camperships" to children in need	Apr 19, 2011 10:53 AM
8	inner city children with handicaps	Apr 19, 2011 10:40 AM
9	we do a one week program for an urban school that we adopted in NYC.	Apr 7, 2011 4:00 PM
10	Family camps	Apr 7, 2011 8:38 AM
11	most of our camp population is for special needs children and adults	Apr 7, 2011 5:42 AM
12	campers with parents in jail. Reading Camp for kids behind in reading skills	Apr 7, 2011 5:38 AM
13	Grand Families Camp	Apr 6, 2011 10:30 AM
14	We're adding a Special Needs camp program this summer	Apr 5, 2011 4:33 PM
15	Accomodate High Risk - Physically, Emotionally, and Sexually Abused Population	Apr 5, 2011 3:28 PM
16	children with hemophilia; children with sever asthma	Apr 5, 2011 2:32 PM
17	Music camp for adults	Apr 5, 2011 12:30 PM
18	kidney camp and a camp for neglected and abused children through a church	Apr 5, 2011 11:21 AM
19	Children with autism	Apr 5, 2011 10:42 AM
20	We have started a day camp for autistic campers	Apr 5, 2011 7:20 AM
21	elderly in nursing homes	Apr 5, 2011 7:15 AM
22	We have hired a special needs teacher to help with our increasing autistic population	Apr 5, 2011 7:12 AM
23	Working with many inner city poor, have started a good scholarship program.	Apr 5, 2011 6:41 AM
24	childhood obesity	Apr 5, 2011 6:26 AM
25	Program for children & youth with type 1 and 2 diabeties.	Apr 5, 2011 6:07 AM
26	Day camp (1st - 4th)	Apr 4, 2011 6:35 PM
27	Spanish Language populations - offering Family Camp completely in Spanish	Apr 4, 2011 5:27 PM

Page 5, Q24. Please indicate any camps specifically for unique populations that you have added over the last 5 years:		
28	weight management camp 10-14 years	Apr 4, 2011 3:12 PM
29	we have had more requests from these populations/orgs that work with them for campership money	Apr 4, 2011 3:02 PM
30	Wounded Warriors - adult program	Apr 4, 2011 2:44 PM
31	siblings of children with special needs	Apr 4, 2011 2:22 PM
32	Youth from the urban core	Apr 4, 2011 2:17 PM
33	international campers	Apr 4, 2011 2:09 PM
34	Alopecia, MDA	Apr 4, 2011 2:03 PM
35	Children with a parent in prison.	Apr 4, 2011 1:53 PM
36	inclusion for children with special needs	Apr 4, 2011 1:44 PM
37	We are seeing more children with diabetes and mental health issues, or psycosocial issues	Apr 4, 2011 1:42 PM
38	autistic Day campers	Apr 4, 2011 1:33 PM
39	Family Camp for parents/guardians raising blind children between the ages of 0-7 years of age	Apr 4, 2011 1:24 PM
40	ADHS/Asperger's Syndrome	Apr 4, 2011 1:11 PM

Page 5, Q25. Does your camp participate in community service projects?		
1	community gradens community collaborations	May 15, 2011 4:37 AM
2	food bank, visiting senior center, collecting bathing suits, each group chooses an organization to support	Apr 22, 2011 3:06 PM
3	Volunteering at nearby national park, serving meals at homeless shelter, voluntering at senior center	Apr 21, 2011 6:00 AM
4	Various local community projects related to water, habitat, Soil & Water Conservation	Apr 20, 2011 5:26 PM
5	camp day for children in local homeless shelter, staff silent auction for ACA camperships, book donations from families	Apr 20, 2011 9:52 AM
6	We host an annual summer car wash fundraiser and donate the money to a local fund through Children's Hospital that fights childhood cancer. We lost a child to cancer several years ago.	Apr 19, 2011 12:56 PM
7	we may do trail work or cleaning up camp sites in state land	Apr 19, 2011 11:49 AM
8	community beautification, fundraisers, etc.	Apr 19, 2011 11:17 AM
9	food banks	Apr 19, 2011 11:14 AM
10	We have a 2-day work period in Olympic National Park, we man a water station for the annual breast cancer bike rally, we provide survey teams for the annual New Hampshire Loon Count and for the annual 4th of July Butterfly Count, we require campers going for certain special awards to do community service	Apr 19, 2011 11:09 AM
11	our year round camp participates in the community food bank.	Apr 19, 2011 10:58 AM
12	We manned a water station at the Lake Placid Ironman. We protected scuba divers who were pulling milfoil from our lake. We send food in to the local food bank. We donate clothing to the needy.	Apr 19, 2011 10:53 AM
13	community dinner, sharing leftovers with homeless	Apr 19, 2011 10:40 AM
14	Youth Leadership (13 - 18 year olds) do service projects in the community and at camp. They also take on roles in leading children while at camp.	Apr 18, 2011 12:19 PM
15	beach cleanup, trail building	Apr 14, 2011 5:22 PM
16	too many to outline	Apr 11, 2011 5:54 PM
17	Trail maintenance with the National Park	Apr 11, 2011 10:07 AM
18	habitat for humanity	Apr 8, 2011 6:37 AM
19	We swim for Morry's camp/	Apr 7, 2011 4:00 PM
20	Too many to enumerate.	Apr 7, 2011 1:22 PM
21	Guide Dog Foundation, Smithtown, NY-Long Island Care-Caring Crafts-Smithtown Children's Founsdation	Apr 7, 2011 7:56 AM
22	since most of our staff are volunteers our work is service orientated	Apr 7, 2011 5:42 AM

Page 5, Q25. Does your camp participate in community service projects?		
23	Compuer lab for students	Apr 7, 2011 5:38 AM
24	Adopt A Highway cleanup	Apr 6, 2011 7:17 PM
25	Highway clean up 4 times per year and a day of community service with our counselors during orientation.	Apr 6, 2011 10:44 AM
26	Our teens are involved in one-time community service opportunities throughout the summer.	Apr 6, 2011 7:15 AM
27	Restoration by the river, ivy removal, community service with elderly home	Apr 5, 2011 4:33 PM
28	Through our Counselor Leadership program	Apr 5, 2011 4:15 PM
29	highway trash pick up	Apr 5, 2011 3:32 PM
30	Our campers raise money to send economically disadvantage youngsters to camp.	Apr 5, 2011 2:19 PM
31	penny war for heifer; canned food sculpture contest;	Apr 5, 2011 1:33 PM
32	When possible we work with local retirement and humane society. We allow local EMS training at our site at no charge.	Apr 5, 2011 1:26 PM
33	depends on what you mean by this. We help low income families. We offer camp for free to several groups.	Apr 5, 2011 11:21 AM
34	AIDS Walk, NY Cares Day, Earth Day, MLK Day, plus personal service projects; students have a community service requirement in order to attend camp.	Apr 5, 2011 10:59 AM
35	volunteer at a local state park with trail maintenance. Volunteer at a 2 local CSA farms.	Apr 5, 2011 9:27 AM
36	Our CITs do community service projects	Apr 5, 2011 9:13 AM
37	Our CITs participate in a project once a session. As a camp, we also do a project that is on-going throughout the summer. On 2010, we collected shoes for Haiti earthquake victims. In 2011, we will collect school supplies and canned goods for a local organization in Asheville.	Apr 5, 2011 8:39 AM
38	We make a glass beaded lanyard in honor of a camper who passed away from cancer. Each of these lanyards are donated back to the family and then sold to raise money for cancer research. We do a day at the local food bank and city park	Apr 5, 2011 8:33 AM
39	SCOPE, MORRYS CAMP, FOUNDATION FIGHTING BLINDNESS	Apr 5, 2011 8:19 AM
40	We offer reduced or free fees for the use of the camp to hold community non-profit fund raising events.	Apr 5, 2011 8:10 AM
41	river cleanup	Apr 5, 2011 7:59 AM
42	We do a few programs in the Fall season in which we clean up different activity areas, and then offer a half of a day of activity to those participants.	Apr 5, 2011 7:36 AM

Page 5, Q25. Does your camp participate in community service projects?		
43	We work with local churches, townships and some senior living centers. It is important for us to teach kids to give back.	Apr 5, 2011 6:41 AM
44	Senior High youth do service projects for 3 area programs - one in the prison system and another at a food bank	Apr 5, 2011 6:37 AM
45	building homes for people in the community.	Apr 5, 2011 6:26 AM
46	Support of local schools; site for cycling group(s); site for disabled adults walking group(s); annual free program for Social Services groups; scholarship fund for low-income families.	Apr 5, 2011 6:07 AM
47	We have three local schools who do part of their community projects here. We have a missions program that brings more than 300 campers a summer from all over the united states, they spend 40-60 hours a weeks doing community service projects in surrounding communities.Those groups not only pay us for staying at camp but bring thousands of dollars for their projects they work on.	Apr 5, 2011 6:06 AM
48	Support local food bank.	Apr 4, 2011 6:03 PM
49	Local shelters, local building projects & cleanups	Apr 4, 2011 5:41 PM
50	Sr. Lunch program---weekly Funded by stimulus funds	Apr 4, 2011 3:58 PM
51	Schools come to us as a community service project.	Apr 4, 2011 3:25 PM
52	we host lake association meetings and gatherings	Apr 4, 2011 3:12 PM
53	Trail work, animal shelter work, helping nearby communities paint or restore community buildings	Apr 4, 2011 2:58 PM
54	Helping at other local agencies (schools and churches primarily)	Apr 4, 2011 2:35 PM
55	All of our campers participate in community outreach trip of some kind to a local venue where they share the arts.	Apr 4, 2011 2:15 PM
56	Pulling up invasive species Restoring gravel to play area Pulling out staples in picnic tables	Apr 4, 2011 2:11 PM
57	Campers who attend our camp attend churches in their local communities associated with our denomination ... Christian Church (Disciples of Christ). In their churches they plan and execute projects and programs appropriate to the districts in which they live.	Apr 4, 2011 1:58 PM
58	United way community care day. Local school service projects.	Apr 4, 2011 1:56 PM
59	The LITs work with the lion;s club	Apr 4, 2011 1:42 PM
60	Local chamber luncheon host and also provincial park volunteer	Apr 4, 2011 1:23 PM
61	service projects within the city for our day camp include; trash pick up, city park gardening cleaning up, roof top gardening and donating proceeds to food bank, building with habitat for humanity.	Apr 4, 2011 1:20 PM
62	invasive species removal and prarie plantings	Apr 4, 2011 1:17 PM

Page 5, Q25. Does your camp participate in community service projects?		
63	United Way Day of Caring	Apr 4, 2011 1:13 PM
64	Humane Society, Food Bank	Apr 4, 2011 1:11 PM
65	Project Morry	Apr 4, 2011 1:04 PM
66	Parades and a place for kids to get hours.	Apr 4, 2011 1:02 PM
67	Cradles to Crayons, food drives	Apr 4, 2011 1:01 PM

Page 5, Q26. In the past 5 years, which of the following programs have you added (check all that apply)?		
1	None	Apr 20, 2011 5:26 PM
2	N/A	Apr 20, 2011 11:59 AM
3	Ag focused programs and a cooking program focused on where food comes from	Apr 19, 2011 11:35 AM
4	various challenge course elements	Apr 19, 2011 10:58 AM
5	Culinary Arts	Apr 18, 2011 12:19 PM
6	We are a new camp but we have had these from the start	Apr 16, 2011 1:51 PM
7	none	Apr 11, 2011 10:07 AM
8	Teva	Apr 6, 2011 7:15 AM
9	we are discontinuing it in 2011.	Apr 6, 2011 5:30 AM
10	None of the above	Apr 5, 2011 2:19 PM
11	caring for animals, not raising/breeding them	Apr 5, 2011 11:21 AM
12	expressive arts (video, photo, drama, music, dance)	Apr 5, 2011 7:59 AM
13	Challenge course/teambuidling	Apr 5, 2011 7:15 AM
14	Kiddie Camp - 5 and 6 year olds with a parent for a 2-day, one night camp	Apr 5, 2011 6:37 AM
15	paintball, wakeboarding, mt. boarding	Apr 5, 2011 6:26 AM
16	Building a playground, Lake plant identifcation, asset mapping community	Apr 5, 2011 6:10 AM
17	We have had an organic garden for more then five years.	Apr 4, 2011 8:17 PM
18	Archeology with authentic dig in a Native site	Apr 4, 2011 6:23 PM
19	Rocket Science and Legos	Apr 4, 2011 5:26 PM
20	We are at 8500 feet in the mountains. Gardening is not an option	Apr 4, 2011 3:58 PM
21	butterfly garden/interpretive trail	Apr 4, 2011 2:17 PM
22	horseback riding	Apr 4, 2011 2:15 PM
23	None of the above	Apr 4, 2011 2:11 PM
24	tomatoes and herbs for dining hall	Apr 4, 2011 1:13 PM
25	composting	Apr 4, 2011 1:08 PM

Page 5, Q27. Please indicate the types of training your staff participate in BEFORE coming to camp:		
1	varies	May 15, 2011 4:37 AM
2	Aquatics, Shooting Sports, Wilderness First Aid, CPR, Master Diving, Leave No Trace	Apr 20, 2011 5:26 PM
3	Full training weekend - Required	Apr 19, 2011 2:12 PM
4	Some training is required that is area specific (outside consultants come in for Project Adventure training; lifeguards are all challenged on their lifeguard skills; etc.)	Apr 19, 2011 11:17 AM
5	We operate our own pre-season nature instruction clinic to which some nature staff come.	Apr 19, 2011 11:09 AM
6	courses that colleges may offer relating to any facet of camp	Apr 19, 2011 10:58 AM
7	First Aid and CPR are required for all staff prior to coming to camp	Apr 19, 2011 10:34 AM
8	Certifications required for some staff recommended for others	Apr 13, 2011 10:40 AM
9	We provide an online orientation specific to our Health Center staff.	Apr 8, 2011 8:23 AM
10	Counselors working in specific activity areas are required to complete appropriate certifications. Waterfront requires minimally LGT while working at the pool requires WSI and LGT. Working on ropes requires a certification, archery instructors must be certified, etc.	Apr 7, 2011 1:24 PM
11	First Aid, CPR training	Apr 7, 2011 11:36 AM
12	Our camp manual is "on line" and we offer several orientation meetings.	Apr 7, 2011 5:42 AM
13	Depending on the position we may require some pre-ed certificates or training.	Apr 5, 2011 1:26 PM
14	Specific programs require they have their WFA or WFR certifications.	Apr 5, 2011 11:22 AM
15	We are not allowed to mandate training prior to their first day of employment unless we pay them.	Apr 5, 2011 8:17 AM
16	Archery, Marksmanship and Wild. first aid	Apr 5, 2011 6:44 AM
17	leadership training before staff training	Apr 5, 2011 6:26 AM
18	We used these in the past and found results to be too inconsistent. All training done together in house.	Apr 5, 2011 6:07 AM
19	Just beginning on line training will be required	Apr 4, 2011 6:23 PM
20	Camp University Format for staff training - see www.ctcampguys.com	Apr 4, 2011 5:26 PM
21	Camp is for the Camper	Apr 4, 2011 2:17 PM
22	Diabetes specific programs	Apr 4, 2011 1:42 PM

Page 5, Q28. If you require or recommend staff engage in training before coming to camp, how do you incentivize/reward their time spent on this training?

1	no	May 15, 2011 4:37 AM
2	they get paid	May 6, 2011 2:59 PM
3	We Don't	Apr 28, 2011 11:31 AM
4	Job preference	Apr 27, 2011 12:51 PM
5	Part of agreement. Course Fees Paid by Camp Transportation, Meals and Lodging.	Apr 20, 2011 5:26 PM
6	$100 per staff member certification	Apr 20, 2011 12:10 PM
7	Pay them for attending	Apr 20, 2011 11:59 AM
8	It's required, so if you don't do it, we don't have a job for you.	Apr 20, 2011 9:52 AM
9	salary or travel expense adjustments, e.g., life guard certification = substantial salary increase	Apr 19, 2011 1:36 PM
10	We give them more money for the more certifications/training that they have	Apr 19, 2011 12:09 PM
11	Explaining the long term benefit of the information, not only the camp benefit.	Apr 19, 2011 11:49 AM
12	No	Apr 19, 2011 11:49 AM
13	We will repay the costs of certain certification classes, sometimes we offer small rewards or treats for other recommended trainings	Apr 19, 2011 11:35 AM
14	REQUIRE.	Apr 19, 2011 11:17 AM
15	we offer gift cards for reading all the presribed materials	Apr 19, 2011 11:14 AM
16	They get the certificates which they can use elsewhere.	Apr 19, 2011 11:09 AM
17	Required training is mandated or no job.	Apr 19, 2011 10:58 AM
18	All program staff must be certified.	Apr 19, 2011 10:42 AM
19	Paid	Apr 19, 2011 10:38 AM
20	The First Aid/CPR course is paid for by the camp.	Apr 19, 2011 10:34 AM
21	N/A	Apr 18, 2011 12:19 PM
22	If staff get certian certifications they get a boost in their pay	Apr 16, 2011 1:51 PM
23	Most of it is required for their employment.	Apr 11, 2011 10:07 AM
24	On salary or we refund cost based on performance	Apr 11, 2011 9:26 AM
25	We pay a fee for the orientation process. That fee changes based on the job's orientation requirements.	Apr 8, 2011 8:23 AM
26	contractual	Apr 8, 2011 6:37 AM

Page 5, Q28. If you require or recommend staff engage in training before coming to camp, how do you incentivize/reward their time spent on this training?		
27	We pay for any costs of certifications. Some of the prereading is simply part of your job requirements.	Apr 7, 2011 7:28 PM
28	it is mandatory for the job. we pay for re-certs.	Apr 7, 2011 4:00 PM
29	If a certification has to be obtained before coming to camp, they are able to have that certification for the period of time until it expires. We tell staff that this certification is required in order for them to work in a particular activity area, and this is included in their contract. We pay for the certification which is sometimes upwards of $300	Apr 7, 2011 1:24 PM
30	Strong encouragement and participation from senior staff: "Do as I do!"	Apr 7, 2011 1:22 PM
31	We agree to pay them when they arrive. Some training required by HR before we can process their paperwork.	Apr 7, 2011 8:38 AM
32	Monetary Bonus	Apr 7, 2011 7:56 AM
33	One of the meetings is at camp upon arrival or pre arrival of campers	Apr 7, 2011 5:42 AM
34	We pay the cost of the courses	Apr 7, 2011 5:38 AM
35	They become certified.	Apr 6, 2011 7:17 PM
36	It is a requirement to employment just like a drug test or a background check. Pre-employment training.	Apr 6, 2011 6:16 PM
37	we let them know it will help them	Apr 6, 2011 12:44 PM
38	required for employment	Apr 6, 2011 11:24 AM
39	Part of their position.	Apr 6, 2011 7:15 AM
40	Extra pay in some specific cases, but most of the online training pertains to condition of employment	Apr 6, 2011 5:46 AM
41	It's a requirement of employment	Apr 5, 2011 4:33 PM
42	We offer certification week at camp which current staff do not pay for or receive monies for until they return the following year.	Apr 5, 2011 4:15 PM
43	it is part of the hiring process for them to complete abuse prevention course	Apr 5, 2011 3:32 PM
44	pay any fees connected	Apr 5, 2011 2:02 PM
45	certifications like life guarding or archery training are paid higher from completing the course. our online trainings are required to work so if they don't do them they cant work	Apr 5, 2011 1:33 PM
46	Pay bonus, provide expense coverage for training including transportation, food and lodgeing in addition to program fees.	Apr 5, 2011 1:26 PM
47	pay for the training	Apr 5, 2011 12:53 PM
48	We don't	Apr 5, 2011 12:30 PM

Page 5, Q28. If you require or recommend staff engage in training before coming to camp, how do you incentivize/reward their time spent on this training?

49	rate of pay.	Apr 5, 2011 11:22 AM
50	we thank them. we make it a part of their contract.	Apr 5, 2011 11:21 AM
51	Only lifeguards must be trained in advance. We share articles, etc but we don't incentivize.	Apr 5, 2011 10:59 AM
52	We pay for the training.	Apr 5, 2011 10:42 AM
53	monetary rewards	Apr 5, 2011 9:27 AM
54	require a report to be turned in.	Apr 5, 2011 9:13 AM
55	We pay them for their time.	Apr 5, 2011 9:06 AM
56	We pay for their training.	Apr 5, 2011 8:39 AM
57	extra pay	Apr 5, 2011 8:19 AM
58	Pay for hours served or no pay for the course	Apr 5, 2011 8:10 AM
59	Uh...reward? That's part of their job.	Apr 5, 2011 7:59 AM
60	Staff bonuses	Apr 5, 2011 7:15 AM
61	None	Apr 5, 2011 7:15 AM
62	We don't reward. It is a requirement of the job if they want to work at our camp.	Apr 5, 2011 7:12 AM
63	They get paid for the time spent in training	Apr 5, 2011 6:56 AM
64	We don't.	Apr 5, 2011 6:48 AM
65	have no way to - depend on the individual's motivation	Apr 5, 2011 6:44 AM
66	It is part of being on staff. the up front reading and homework is tested when the staff arrives at camp. If they come unprepared, they know their job will be in jeopardy.	Apr 5, 2011 6:41 AM
67	It's part of them taking on additional responsibility.	Apr 5, 2011 6:26 AM
68	Staff must read our policies document prior to applying and sign to verify that they have read it and agree to it.	Apr 5, 2011 6:07 AM
69	they don't get the job unless they do it.	Apr 5, 2011 6:06 AM
70	pay	Apr 5, 2011 5:58 AM
71	We pay for the training	Apr 5, 2011 5:37 AM
72	they had to participate to get their one night out during staff training.	Apr 5, 2011 5:26 AM
73	Offer training at not cost to staff. Reimburse for required certification if completed prior to a specified date.	Apr 4, 2011 10:50 PM

Page 5, Q28. If you require or recommend staff engage in training before coming to camp, how do you incentivize/reward their time spent on this training?

74	Staff who complete the online training receive credit in our camp store.	Apr 4, 2011 8:17 PM
75	Training days are added to their first pay check of the summer.	Apr 4, 2011 7:34 PM
76	Rewarded with the information needed to do the job. Building relationships and Administrators are able to team Junior and Senior counselors and Juniors with Activity Specialists	Apr 4, 2011 6:23 PM
77	Additional pay or we pay for the cost of the certification.	Apr 4, 2011 6:03 PM
78	pay	Apr 4, 2011 5:41 PM
79	some trainings we pay for	Apr 4, 2011 5:36 PM
80	It is part of their summer contract - we give them choices on what they want to learn - we make it as fun as possible - we have adpoted the Camp University format - see www.ctcampguys.com	Apr 4, 2011 5:26 PM
81	Staff are paid additional for various certifications. By having someone get this training PRIOR to staff training, the staff member can take other certification courses during staff training.	Apr 4, 2011 4:26 PM
82	stipend	Apr 4, 2011 3:28 PM
83	yes, they get to work at our camp :)	Apr 4, 2011 3:12 PM
84	Camp pays fees	Apr 4, 2011 2:37 PM
85	We put it the days before staff training starts, and they can gain thier certs, but we do not pay them for those days they are here.	Apr 4, 2011 2:35 PM
86	we ask them to do it as a requirement of employment	Apr 4, 2011 2:22 PM
87	With verification of successful completion of course or training certification will give them a pay increase along with other established increments, such as college degree, returning staff, etc.	Apr 4, 2011 2:17 PM
88	Higher pay rate for those who complete.	Apr 4, 2011 2:15 PM
89	Pay for them to attend certification courses - required for specific jobs	Apr 4, 2011 2:11 PM
90	Camp Director/Supervisors plan and execute most training onsite in compliance with ACA standards.	Apr 4, 2011 1:58 PM
91	Reimbursement for employees that work for the summer.	Apr 4, 2011 1:56 PM
92	small stipend occasionally. We reimburse $60 worth of CPR & First Aid	Apr 4, 2011 1:54 PM
93	completing online training is a prerequisite for employment	Apr 4, 2011 1:44 PM
94	WE PAY FOR COURSE/TRAINING AND INCREASE THEIR SALARY.	Apr 4, 2011 1:42 PM
95	It is an expectation of employment.	Apr 4, 2011 1:42 PM
96	engagement with other staff	Apr 4, 2011 1:38 PM

Page 5, Q28. If you require or recommend staff engage in training before coming to camp, how do you incentivize/reward their time spent on this training?

97	Added monies to their pay if they complete certification course prior to the summer.	Apr 4, 2011 1:36 PM
98	We have a bonus the staff can earn part of this bonus is tied to them completing all required online training prior to arriving at camp. The only exception is our international staff.	Apr 4, 2011 1:32 PM
99	paid time	Apr 4, 2011 1:28 PM
100	Offer at discount rates, or pay their training fees at certification workshops	Apr 4, 2011 1:26 PM
101	it's required in order to have a summer job with us	Apr 4, 2011 1:24 PM
102	Promotion to leadership positions	Apr 4, 2011 1:24 PM
103	we pay for	Apr 4, 2011 1:23 PM
104	If they complete the training before coming to camp then they received time off with pay while the others are doing the training.	Apr 4, 2011 1:20 PM
105	We focus on positive peer pressure to encourage staff to all participate.	Apr 4, 2011 1:16 PM
106	They get hired - they have to do it or not be hired.	Apr 4, 2011 1:13 PM
107	we don't	Apr 4, 2011 1:10 PM
108	Ask them nicely.	Apr 4, 2011 1:08 PM
109	Pay extra for some certifications	Apr 4, 2011 1:08 PM
110	An increase in a base salary	Apr 4, 2011 1:04 PM
111	Much of it is required for their job to cut down staff training time. If it is a certification course with either pay or pay staff more.	Apr 4, 2011 1:02 PM

Page 5, Q29. Have any youth who identify as transgendered attended your camp in the past 2 years?		
1	It wasn't a smooth experience. We put them in a girl cabin even though the camper identified as a boy. We haven't had a trangender experience again.	Apr 28, 2011 11:31 AM
2	Still working on policies and protocols.	Apr 10, 2011 5:48 PM
3	We state in our personnel and camper polices that individuals are housed based on sex (biology), not gender, and invite people to call if they'd like to talk with us about the policy.	Apr 8, 2011 8:23 AM
4	We do a general sensativity training during staff week and try to be open and welcoming as possible. We think we do a good job in just trying to make it as much of a non-issue as possible. People are people regardless of sexual orientation or identity.	Apr 5, 2011 1:26 PM
5	Camper, Parent /Guardian meetings prior to camp. Amended camper code of conduct. Trained staff to support camper in our camp community. This summer we are bringing in a trainer for GLSEN to train all camp staff, during pre-camp training.	Apr 5, 2011 9:49 AM
6	We have had staff that are transgendered	Apr 5, 2011 7:12 AM
7	we have worked it out privatly with camper	Apr 5, 2011 6:06 AM
8	Protect privacy, private bathrooming, work with parents to make child's session successful	Apr 4, 2011 2:11 PM
9	We have not written protocols	Apr 4, 2011 1:42 PM
10	sought guidance from family. We already use gender non specific language	Apr 4, 2011 1:38 PM
11	We come up with a plan with the camper and parents based on the campers needs and minimize how many people know about the child in order to avoid them being alienated. We have made accomodations for them as far as changing clothes, medications etc with the camp nurse.	Apr 4, 2011 1:20 PM
12	Placed in cabin according to parents' wishes, afforded adequate privacy.	Apr 4, 2011 1:20 PM

Page 5, Q30. To what extent does your staff training include training on appropriate ways to handle:		
1	Hate language such as "no homo", etc	Apr 20, 2011 12:10 PM
2	Staff relationships-very significant	Apr 19, 2011 11:09 AM
3	Counselor public displays of affection. Proper supportive counselor activities as distinguished from sexual behavior e.g. hugging a child in bed by remaining seated, feet on the floor or hugging a child shoulder to shoulder but not "full frontal" hugging. Overall message is what is appropriate for the caregiver/counselor versus appearance of sexual behavior	Apr 19, 2011 10:53 AM
4	We address many other behavioral issues: ADHD, Depression, PTSD, anger management issue etc.	Apr 13, 2011 10:40 AM
5	Staff sexual behaviors	Apr 7, 2011 1:22 PM
6	younger, single gender population limits the relevance of most of these topics	Apr 6, 2011 5:46 AM
7	We try to bring in these issues whenever relevant to all our training.	Apr 5, 2011 1:26 PM
8	Age group and single sex camp this is usually not an issue	Apr 4, 2011 6:23 PM
9	If ACA has a positive discipline program they offer online for potential staff to complete prior to staff training with a onsite discussion component, we would be very interested	Apr 4, 2011 2:17 PM
10	Expectations are laid out at the beginning of each camp/conference. Camp protocol includes respect for all campers regardless to sexual orientation. We have an Anti-Bullying policy which is stated on our application and requires a separate signature from a parent/guardian. Consequences include the possibility of being sent home from camp.	Apr 4, 2011 1:58 PM

Page 5, Q33. Our camp hires college students who work at camp in order to fulfill academic requirements such as (check all that apply):		
1	have done so in the past...not in the last 3 years	Apr 19, 2011 4:12 PM
2	students may, but we are not aware of it unless told by student or school	Apr 19, 2011 10:58 AM
3	have done all at one point or another	Apr 5, 2011 6:06 AM
4	n/a	Apr 5, 2011 5:30 AM
5	WE hire only known individuals	Apr 4, 2011 6:23 PM
6	As part of medical/nursing school training	Apr 4, 2011 5:27 PM
7	as requested	Apr 4, 2011 3:02 PM
8	These would be an option - no one has requested it	Apr 4, 2011 2:11 PM
9	when asked, we will do any of the above.	Apr 4, 2011 1:31 PM

Page 5, Q33. Our camp hires college students who work at camp in order to fulfill academic requirements such as (check all that apply):

10	most of our staff comes from within	Apr 4, 2011 1:23 PM

Page 5, Q35. In what support staff areas do you use volunteers (check all that apply)?		
1	Counseling	Apr 27, 2011 3:31 PM
2	Volunteer counselors	Apr 19, 2011 1:00 PM
3	Any	Apr 19, 2011 12:21 PM
4	Usually our volunteers are former campers and counselors, parents or other camp "friends"	Apr 19, 2011 10:53 AM
5	Program	Apr 19, 2011 10:45 AM
6	first aid, program	Apr 19, 2011 10:42 AM
7	Assistant counselors	Apr 14, 2011 10:35 AM
8	Prgram & counseling staff,	Apr 13, 2011 10:40 AM
9	only use 3 visiting volunteer Doctors.	Apr 11, 2011 10:07 AM
10	Health Care	Apr 10, 2011 5:48 PM
11	getting ready for summer, setting up the program center nature displays and interpretive material	Apr 8, 2011 6:49 PM
12	Teaching.	Apr 8, 2011 8:23 AM
13	none	Apr 7, 2011 7:28 PM
14	Very limited program support, parent welcome and orientation	Apr 7, 2011 8:38 AM
15	we are fully volunteer, with a small stipend paid to permanent staff	Apr 7, 2011 5:42 AM
16	Programming	Apr 7, 2011 5:38 AM
17	Program specialists	Apr 6, 2011 7:17 PM
18	Counselors with paid staff supervision	Apr 6, 2011 5:30 AM
19	DNA	Apr 5, 2011 2:19 PM
20	None	Apr 5, 2011 1:26 PM
21	work days spring and fall	Apr 5, 2011 11:21 AM
22	special music programs, etc	Apr 5, 2011 10:59 AM
23	support staff	Apr 5, 2011 8:39 AM
24	CITs	Apr 5, 2011 8:19 AM
25	Arts and Crafts	Apr 5, 2011 8:10 AM
26	Program. Unit supervision	Apr 5, 2011 7:15 AM
27	They come in and teach campers special trades that they know	Apr 5, 2011 6:56 AM
28	Bible study leadership; nurses.	Apr 5, 2011 6:07 AM

Page 5, Q35. In what support staff areas do you use volunteers (check all that apply)?		
29	All staff is volunteer	Apr 4, 2011 6:23 PM
30	Program	Apr 4, 2011 5:27 PM
31	camp photographer	Apr 4, 2011 4:26 PM
32	None	Apr 4, 2011 2:58 PM
33	Special events	Apr 4, 2011 2:17 PM
34	Counselors / Programming - all our staff are volunteers	Apr 4, 2011 2:11 PM
35	CIT's	Apr 4, 2011 1:54 PM
36	N/A	Apr 4, 2011 1:42 PM
37	activity	Apr 4, 2011 1:39 PM
38	campers and program	Apr 4, 2011 1:31 PM
39	Infirmary	Apr 4, 2011 1:26 PM
40	Program Leadership - Cabin Leaders	Apr 4, 2011 1:26 PM
41	general staff	Apr 4, 2011 1:23 PM
42	Health Officers	Apr 4, 2011 1:20 PM
43	as counselors	Apr 4, 2011 1:16 PM
44	volunteer work weekends	Apr 4, 2011 1:13 PM
45	check-in day; interviews for junior staff	Apr 4, 2011 1:10 PM
46	Program instructors	Apr 4, 2011 1:01 PM

Page 5, Q37. Please indicate the staff your camp requires to participate in drug testing (check all that apply):		
1	bus drivers	May 15, 2011 4:37 AM
2	all bus drivers	Apr 27, 2011 12:51 PM
3	drivers	Apr 11, 2011 5:54 PM
4	CDL drivers	Apr 11, 2011 10:07 AM
5	Drivers	Apr 11, 2011 6:26 AM
6	All	Apr 10, 2011 5:48 PM
7	all staff agree to drug testing at our discretion, any time, anywhere. Not required beforehand.	Apr 7, 2011 7:28 PM
8	Staff who drive vehicles are boats are tested each year, everyone else is in a random testing pool	Apr 7, 2011 8:38 AM
9	Required of an individual only if good reason to suspect use and how it may impact camp in general.	Apr 6, 2011 7:17 PM
10	Sailing staff who are licensed by the US Coast Guard only	Apr 5, 2011 4:15 PM
11	we have the right to drug test but have only done so when we think it is needed. Only used twice.	Apr 5, 2011 11:21 AM
12	All full time non-seasonal employees	Apr 5, 2011 7:15 AM
13	Random testing	Apr 5, 2011 6:39 AM
14	I want to hear more about what ACA recommends for drug testing.	Apr 5, 2011 6:07 AM
15	Background checks are done for each staff member	Apr 5, 2011 5:30 AM
16	there is a random drug test conducted by the HR department. If the name is drawn, they MUST go get tested. People who drive buses are set on a different "pull" resulting in them being 5 times more likely to be drug tested.	Apr 4, 2011 4:26 PM
17	staff who are official camp drivers	Apr 4, 2011 2:09 PM
18	we have the right to test according to our personnel policy	Apr 4, 2011 2:03 PM
19	Our camp employs 14 seasonal staffers who are basically college students. This year, for the 1st time all will be drug tested as a final condition for hiring.	Apr 4, 2011 1:58 PM
20	CDL drivers and boat captains	Apr 4, 2011 1:23 PM

Page 5, Q38. If you require drug testing, when does it occur?		
1	staff training week	Apr 21, 2011 6:00 AM
2	Post offer, pre-contact with campers and then random.	Apr 10, 2011 5:48 PM
3	We don't require it, we would simply fire someone if there was suspission of drug use. We hire only at will employees.	Apr 5, 2011 1:26 PM
4	At time of employment and if involved in an incident or accident.	Apr 5, 2011 7:15 AM
5	accidents around workman's comp is an area where DT has been used	Apr 4, 2011 2:03 PM
6	N/A	Apr 4, 2011 1:42 PM

Page 5, Q41. Is alcohol abuse prevention covered in your on-site staff training?		
1	director	May 15, 2011 4:37 AM
2	N/A	Apr 20, 2011 11:59 AM
3	director	Apr 20, 2011 9:52 AM
4	camp health officer	Apr 19, 2011 1:36 PM
5	Program Director	Apr 19, 2011 12:09 PM
6	Law enforcement officer and camp staff	Apr 19, 2011 11:49 AM
7	Camp Director	Apr 19, 2011 10:53 AM
8	camp director	Apr 19, 2011 10:42 AM
9	Camp Director	Apr 19, 2011 10:34 AM
10	directors a nd outside leaders	Apr 11, 2011 5:54 PM
11	Year round staff	Apr 11, 2011 10:07 AM
12	director	Apr 11, 2011 9:26 AM
13	Senior staff	Apr 10, 2011 5:48 PM
14	Program leader and risk management personnel	Apr 8, 2011 8:23 AM
15	director/assistant director	Apr 7, 2011 7:28 PM
16	we have a 100% no tolerance for alcohol. if you live with kid - regardless of what age you are not allowed to drink and come back to camp. not even a beer with your chicken wings. myself and my boys head counselor discuss alcohol abuse...	Apr 7, 2011 4:00 PM
17	Director, Program Director, Head of Facility	Apr 7, 2011 1:24 PM
18	Executive Director, Camp Director	Apr 7, 2011 1:22 PM
19	the policy is clear and a non-issue	Apr 7, 2011 5:42 AM
20	Admin staff as part of Staff policies	Apr 6, 2011 7:17 PM
21	mental health counselor	Apr 6, 2011 11:24 AM
22	Executive Director & Associate Director	Apr 5, 2011 4:33 PM
23	Full-time staff	Apr 5, 2011 3:32 PM
24	summer camp owner	Apr 5, 2011 3:28 PM
25	Camp Director	Apr 5, 2011 2:02 PM
26	i do, i am the owner/director	Apr 5, 2011 12:53 PM
27	Non-use of alcohol by minors/abuse by adults covered	Apr 5, 2011 11:21 AM

Page 5, Q41. Is alcohol abuse prevention covered in your on-site staff training?		
28	We do, utilize movie HAZE (great resource!)	Apr 5, 2011 11:02 AM
29	Health Director	Apr 5, 2011 9:27 AM
30	camp director	Apr 5, 2011 8:39 AM
31	local state police, judge	Apr 5, 2011 8:19 AM
32	Director	Apr 5, 2011 8:10 AM
33	Unit Leaders	Apr 5, 2011 7:59 AM
34	Certified drug and alcohol counselor	Apr 5, 2011 7:20 AM
35	talk from Police Chief	Apr 5, 2011 6:44 AM
36	Director	Apr 5, 2011 6:41 AM
37	director and assistant director	Apr 5, 2011 6:07 AM
38	director	Apr 5, 2011 6:06 AM
39	Camp Director; Camp Health Director	Apr 5, 2011 5:37 AM
40	Camp Director	Apr 4, 2011 6:35 PM
41	Varies. Sometimes outside consultant. Sometimes in-house.	Apr 4, 2011 6:03 PM
42	In house personnel	Apr 4, 2011 5:41 PM
43	Camp Director	Apr 4, 2011 5:36 PM
44	camp directors	Apr 4, 2011 5:10 PM
45	camp director	Apr 4, 2011 4:26 PM
46	Program Director	Apr 4, 2011 3:25 PM
47	AODA counselor at staff training	Apr 4, 2011 3:12 PM
48	local police	Apr 4, 2011 3:05 PM
49	Director	Apr 4, 2011 2:22 PM
50	Executive Director, during policy orientation	Apr 4, 2011 2:17 PM
51	Executive Director	Apr 4, 2011 2:15 PM
52	Camp Director/ Maintenance Supervisor/ Food Service Director	Apr 4, 2011 1:58 PM
53	In house by staff administration	Apr 4, 2011 1:56 PM
54	director	Apr 4, 2011 1:53 PM
55	CEO or Camp Director	Apr 4, 2011 1:46 PM
56	online - Leadership Essentials	Apr 4, 2011 1:44 PM

Page 5, Q41. Is alcohol abuse prevention covered in your on-site staff training?		
57	THE ADMINISTRATION	Apr 4, 2011 1:42 PM
58	Camp Director	Apr 4, 2011 1:26 PM
59	Camp Director and HR	Apr 4, 2011 1:20 PM
60	Camp Director	Apr 4, 2011 1:20 PM
61	HR	Apr 4, 2011 1:04 PM

Page 5, Q42. Are staff allowed to use cell phones/smart phones during camp:		
1	No Cell Services	Apr 20, 2011 11:59 AM
2	We have no cell phone reception at or near camp	Apr 19, 2011 11:09 AM
3	No cell phones may be used at camp by anyone. Counselors may use cell phones off camp grounds on their time off. Campers are not permitted to use cell phones and are not supposed to have them although some campers use them off camp grounds on certain motor trips such as golf outings and coach bus tours.	Apr 19, 2011 10:53 AM
4	WE dont get cell coverage at camp	Apr 13, 2011 10:40 AM
5	We keep cell phones in the office until the counselor staff comes to get them during their time off. Only designated staff, usually department heads, can have their phones with them during the day -- and even they can only use them when necessary	Apr 7, 2011 1:24 PM
6	Also during their time off only in designated areas	Apr 7, 2011 1:22 PM
7	emergency	Apr 5, 2011 2:02 PM
8	for the most part we have no cell service	Apr 5, 2011 9:27 AM
9	we do not get cell phone service at camp	Apr 5, 2011 6:37 AM
10	No cell access in a vey rural mountainous area	Apr 4, 2011 6:23 PM
11	We do not have cell reception at our camp	Apr 4, 2011 5:27 PM
12	We don't have any cell phone service on our site	Apr 4, 2011 3:58 PM
13	No cell service at camp... but they still try.	Apr 4, 2011 3:40 PM
14	We ask that they not carry them on their person or have them on ring during any program/cabin times--just on bus to & from and for emergency or important communication needs during the session	Apr 4, 2011 2:17 PM
15	Staffers have radios for camp-related issues.	Apr 4, 2011 1:58 PM
16	no cell service at camp	Apr 4, 2011 1:31 PM
17	we do not have cell service at camp	Apr 4, 2011 1:26 PM
18	This question should allow for more than one choice.	Apr 4, 2011 1:20 PM
19	not at all	Apr 4, 2011 1:17 PM

Page 5, Q43. Please indicate which outlets your camp provides for parent use with their child (check all that apply):

1	Old fashion snail mail!	Apr 21, 2011 6:00 AM
2	USPS/FebEx/UPS	Apr 19, 2011 1:00 PM
3	Bunk 1 bunk notes and bunk replies	Apr 19, 2011 10:53 AM
4	parents may see what camp posts, but campers cannot post	Apr 14, 2011 5:22 PM
5	one way e-mailfrom parent to camper	Apr 10, 2011 5:48 PM
6	postal mail	Apr 9, 2011 4:29 AM
7	US postal service!! faxes for foreign campers	Apr 7, 2011 7:28 PM
8	they can email into camp. scheduled 2 calls per half summer.	Apr 7, 2011 4:00 PM
9	parents call our camp office to speak to a camper	Apr 7, 2011 5:42 AM
10	Snail Mail	Apr 5, 2011 3:28 PM
11	Our e-mails are one-way to the child. They can't respond.	Apr 5, 2011 1:26 PM
12	We are implementing the Facebook link this summer.	Apr 5, 2011 11:22 AM
13	Bunk 1	Apr 5, 2011 8:10 AM
14	Fax letters	Apr 5, 2011 7:15 AM
15	parents may call camp office and counselor will call back about their child and how they are doing	Apr 5, 2011 6:53 AM
16	Old fashioned mail - no cell service, some parents email their children at camp and we print the message and hand it out with the mail	Apr 5, 2011 6:37 AM
17	One-way e-mail (Bunk1 "Bunk Notes")	Apr 5, 2011 6:07 AM
18	one-way email service	Apr 5, 2011 5:37 AM
19	None of the above.	Apr 4, 2011 6:35 PM
20	Snail mail	Apr 4, 2011 6:23 PM
21	Good old snail mail	Apr 4, 2011 5:27 PM
22	mail	Apr 4, 2011 3:58 PM
23	mail	Apr 4, 2011 3:12 PM
24	Previously used Bunk1 and it was a very disappointing experience	Apr 4, 2011 2:17 PM
25	We're a day camp - not applicable	Apr 4, 2011 2:11 PM
26	Parents are allowed to send faxes to campers or to call our main office to speak with campers.	Apr 4, 2011 1:58 PM
27	day camp.	Apr 4, 2011 1:54 PM

Page 5, Q43. Please indicate which outlets your camp provides for parent use with their child (check all that apply):		
28	none	Apr 4, 2011 1:31 PM
29	email to general camp address, email are delivered like mail.	Apr 4, 2011 1:23 PM
30	Fax	Apr 4, 2011 1:22 PM

Page 5, Q46. Does your camp have a written policy regarding bullying?		
1	I would like to incorporate a policy, but we currently don't have one.	Apr 19, 2011 12:56 PM
2	Its included in our general orientation addressing appropriate behaviors	Apr 13, 2011 10:40 AM
3	this is part of the camp manual	Apr 7, 2011 5:42 AM
4	we have a policy on 'disruptive behavior' under which bullying would fall	Apr 5, 2011 11:21 AM
5	No policy but we do provide information to parents and campers on reporting any problems	Apr 4, 2011 10:50 PM
6	Campers are not allowed cell phones while at camp, so there should be no cyber-bullying.	Apr 4, 2011 1:58 PM
7	ACA should create and distribute boiler plate ones	Apr 4, 2011 1:54 PM

Page 6, Q49. Which of the following operations best describes programs operated by your camp? (Check all that apply.)		
1	only week-long sessions	Apr 7, 2011 5:47 AM
2	Off season lease of grounds by groups	Apr 5, 2011 4:17 PM
3	Church related	Apr 4, 2011 6:26 PM

Page 6, Q54. Which of the following best describes your current position in your camp?		
1	Program Director	Apr 28, 2011 11:33 AM
2	Front-line staff	Apr 20, 2011 12:11 PM
3	Facilitator	Apr 19, 2011 11:35 AM
4	Executive Director	Apr 4, 2011 6:38 PM
5	Co-Executive Director	Apr 4, 2011 2:23 PM
6	Regional Program Minister/Camp Director	Apr 4, 2011 2:01 PM
7	Adventure Center Director	Apr 4, 2011 1:53 PM
8	EXECUTIVE DIRECTOR	Apr 4, 2011 1:44 PM
9	Health Services and Program Director	Apr 4, 2011 1:44 PM
10	Camps Manager	Apr 4, 2011 1:10 PM

Page 6, Q58. Race/ethnic heritage		
1	Human	Apr 11, 2011 9:27 AM
2	Askenazi Jewish	Apr 5, 2011 1:31 PM
3	White	Apr 4, 2011 7:36 PM

Page 6, Q60. Please share any additional thoughts regarding the emerging camp issues that you have experienced or observed.

1	regulations make camp hardr to run	May 15, 2011 4:38 AM
2	Parents want more advance programs and extra activities for their children. Parents are willing to pay reasonable camp fees provided that we deliver on what we promise. A well qualified and trained staff makes the difference. Supervision of campers and staff is a continuous and ongoing process.	Apr 20, 2011 5:40 PM
3	With increase use of camp by outside groups running their own camp, what is out responsibility or liability if they do not have appropriate staff, training, background checks, etc...	Apr 19, 2011 3:45 PM
4	The rise of expenses having to be met with the cost of camp. The lack of public funding and support.	Apr 19, 2011 11:51 AM
5	The helicopter parent issue and the overprotection is stifling. It is getting harder and harder to just let kids be kids.	Apr 19, 2011 11:11 AM
6	The administrative burdens of camp operation have grown in recent years. Health department, insurance, workers' comp, visas, travel, utilities all want more. Everyone has its own rules, online quirks, deadlines, etc. The "social networking" just adds to the number of phone lines, email accounts, web addresses and other places one needs to look for basic correspondence (and that is not including the regular "snail" mail.) We successfully added a 2 two week sessions a couple of years ago and they have been well received by parents not willing to send their daughters away for longer than two weeks for the first time. But this has disrupted our program to a certain extent. More arrival/departure days, more first day "rotation" days, more parent visiting days - all taking away from our regular 50+/- days. Weather has been a problem the last few years - mostly too cold and too rainy although last year was hot, hot, hot. Our biggest issue however is enrollment which fell off the cliff in 2009 after we wait-listed people in 2007. It has not come back up enough to make a difference. I feel that with all the competition of "mandatory" lacrosse camps for 4th graders, every school with a backyard hosting "camps" and people, even financially successful people, tightening their belts that the VALUE of traditional summer camps such as confidence building, independence, real "teamwork" associated with group living, the ability for youngsters to identify and achieve their own goals in small, successively more difficult steps (archery pins, for example) is being lost and the result is that we will have only a very few small, traditional camps left, lots of big 300-400 camper day and residential camps with one week programs and then lots of non-camp "camps" on school grounds in the future.	Apr 19, 2011 11:06 AM
7	expenses, fees, taxes, etc are putting many of us out of business	Apr 11, 2011 5:57 PM
8	I think another emerging issue will be getting camps ready to handle electronic health records. There aren't computers, let alone a reliable internet connection, in many camp Health Centers, yet we anticipate electronic health records to be really impactful within the next 3-5 years. Could be a problem!	Apr 8, 2011 8:30 AM
9	For me to answer all the questions regarding type of camp, zip code, etc., we could just as easily list our name because it obvious. Doesn't help much for anonymous surveys.	Apr 7, 2011 7:37 PM

Page 6, Q60. Please share any additional thoughts regarding the emerging camp issues that you have experienced or observed.		
10	Staff challenged to delay gratification because they have grown up in a world where many of their wants can be immediately met. For instance, it is very hard for staff to have cell phones and ONLY use them at the appropriate times and places. Staff have a very hard time understanding how important it is to tell their peers when they see or hear something wrong. Even harder is telling a member of the professional staff.	Apr 7, 2011 1:27 PM
11	- Major concern - decreasing awareness by current parents about the value and benefit of an overnight camp experience	Apr 7, 2011 8:40 AM
12	Divorced and separated parents -regarding custody/pick-up and payments	Apr 7, 2011 8:00 AM
13	We make every possible effort to serve a marginal population. This allows us to recruit from our faith based school population of teachers and students for volunteers.	Apr 7, 2011 5:47 AM
14	you are asking the right questions, keep it up. i think the economy is perhaps a bigger issue than comes out in your questions. We should all be considering contingencies of how we can keep our faclities open if we have a serious crisis.	Apr 5, 2011 3:34 PM
15	Lack of work ethic from staff. In increase in "outside problems" for campers and staff that are necessary to manage while at camp. An overall lack of common sense (mostly on the part of the parents.) People need camp now , more than ever!!	Apr 5, 2011 3:31 PM
16	The only electronics we allow are MP3 players which can only be used in the cabin. Campers may not wear headphones around camp, We do not allow campers to have any computer access (and luckly could not offer it due to our rural location and limited bandwith).	Apr 5, 2011 1:31 PM
17	These are issues that I think are going to become more and more important and challenging: Ever increasing costs and families/organizations that can not afford camp. Kids not wanting to be away from 'screens'. they are too connected to their phone, computer, etc. Increased intensity of helicopter parents. (nuisance but we can manage) Ever increasing regulations and costs associated with them. Mostly from state agencies. Cost of building new and cost of maintaining a campus of buildings and systems. I think small camps will close and big camps will get bigger, often because of larger camps' ability to deal with the issues listed in this box.	Apr 5, 2011 11:27 AM
18	As a non-profit youth development organization with a camp as its core activity, I am exhausted at the lack of respect that our camp program receives, especially from funders. Most funders will not even accept a proposal from a program that has or is a camp. Camp is still seen by foundations as recreational and not educational. Despite the work that ACA has done in recent years to change this view, the practices among foundations remain unchanged.	Apr 5, 2011 11:06 AM
19	we are doing more training/awareness of sexual abuse prevention between staff and campers as well as camper to camper	Apr 5, 2011 9:16 AM
20	We need Positive PR to underscore the benefits of summer camp	Apr 5, 2011 8:21 AM
21	Cost... what is acceptable, what the market can handle, what it says about the quality of your camp, what parents expect from the fee for camp	Apr 5, 2011 8:14 AM

Page 6, Q60. Please share any additional thoughts regarding the emerging camp issues that you have experienced or observed.		
22	The preceding questions point out the problem. Camps suffer from under funding so they let maintenance slip, hire unqualified personnel (full time and seasonal) cut programs, reduce training and then wonder why they have problems. I believe that a camp has got to find a third income stream(s) (beyond fees and contributions) in order to survive. We put campers into danger when we make decisions like those listed in some of your questions. One example would be volunteers near campers. Allthough most have good hearts and mean well they are untrained in the daily operation of a camp. I believe an emerging issue is the frank discussion of how to administer a camp so that it is financialy viable.	Apr 5, 2011 7:30 AM
23	This year we are offering a 3 day per week program which parents are taking advantage of because of their economic condition. They want their child to get a camp experienc but cannot afford to pay for a 5 days per week program. Parents want more flexibility so they can register for as little as one week or as many as 9 weeks. More parents are asking for financial assistance	Apr 5, 2011 7:24 AM
24	This survey has touched on it some - but we are experiencing far more parental involvement and sense of entitlement.	Apr 5, 2011 6:44 AM
25	Over regulation, certification, accreditation, and administrative stuff.	Apr 4, 2011 6:38 PM
26	It's all about social media & safety/security	Apr 4, 2011 5:42 PM
27	I would be interested in information from ACA on manditory drug testing for drivers with CDL's.	Apr 4, 2011 3:59 PM
28	Wisconsin's economics - not only nationally but now state wide with new laws	Apr 4, 2011 3:26 PM
29	I think there is a significant problem with staff entering in the field professionally being vastly under prepared, or moving up in the field before they are ready to make the move. Plus there is a huge burn out rate in camping professionals. Longevity within camping is one of the keys to helping the industry maintain itself. Much of the burn out comes to simple lack of balance between work and personal life. We are also trying to take college age counselors and have them build relationships with kids, and to facilitate those relationships, yet they have no idea what a real friendship is, or how to build them for themselves. With a huge increase in screen time, young men and women are missing out on real relationships.	Apr 4, 2011 2:41 PM
30	We are particularing interested in online trainings for counseling staff that can promote their capacity to understand/effectively deal with camper behaviors, etc. and evaluation methods to show improved esteem, etc. for short term programming (5 days)	Apr 4, 2011 2:23 PM
31	Lack of positive information about the benefits of camp throughout the year. Only negative stories get covered.	Apr 4, 2011 2:03 PM
32	Camping is not valued - even colleges tell their students to intern at a for-profit; kids live in a bubble of facebook-texting disconnected from real life and certainly do not want to go to a camp in the country - they have never been in the country; the school calendar is reducing the camp operating season (public school and higher ed - neigher one cooperate or work together and have no clue there is a world outside their institution unless they have their hand out for money); I could go on and on but have no time.	Apr 4, 2011 1:35 PM

Page 6, Q60. Please share any additional thoughts regarding the emerging camp issues that you have experienced or observed.		
33	1. We are especially concerned about a drop in new inquiries from younger campers for resident camp - (7-10 years olds) 2. We are concerned with the number of Summer Recreation Programs branding themselves as "Camps."	Apr 4, 2011 1:29 PM
34	who are the emerging leaders in the camping industry and how are we cultivating them to lead the next generation.	Apr 4, 2011 1:15 PM