

Monday, September 25, 8:30 p.m. – 9:30 p.m.

Night Caps

The Importance of Questioning and Observation Skills through NASA's Elementary GLOBE Resources: Developing Young Scientists

Jessica Taylor, NASA Langley Research Center
Cape Fear Salon B

What does NASA look for in future scientists? Two of the most important 21st Century Skills are observing and questioning. NASA's GLOBE Program develops young scientists by encouraging curiosity through observing nature and posing questions about our environment. Elementary GLOBE resources are designed for ages 5–10 and can be easily modified for older ages. These free resources, including storybooks and hands-on activities, provide a guide for encouraging young scientists.

Jessica Taylor is a physical scientist at NASA. She serves as the lead for the Science Education team, providing educator resources and support for authentic STEM engagement in both in-school out-of-school time programs. Jessica is a master trainer for the GLOBE Program in the area of atmospheric sciences. She is extremely involved in Women in STEM leadership by serving on NASA Work Groups and developing training to empower employees to be effective STEM Role Models.

How to Teach Environment Concepts at Camp — No Science Degree Required!

Kasey Bozeman, University of Georgia
Skinner

While nature education programming is typically incorporated into many camps, staff can feel intimidated teaching these concepts without a professional background in these topics. Join this interactive session where participants will learn tips and tricks to easily incorporate nature-education programming at camp — all are relatively inexpensive, easy to teach, and require minimal materials. Leave the session with ready-to-implement activities that will get campers and staff excited about nature!

Kasey Bozeman is the 4-H youth development extension agent in Liberty County, Georgia. She has an MS in Environmental Education and BS in Environmental Science. Kasey is currently earning an EdD in Curriculum Studies. Her favorite learning environments are outdoors, engaging, and fun. She's an artist, kayaks on the weekends, and pickled vegetable enthusiast. She believes every morning should begin with a good cup of coffee and every evening should end looking at the stars.

Tuesday, September 26, 7:15 a.m. – 8:15 a.m.

Daybreak Discussions

Coffee Talk with the Boss

Tom Rosenberg, president/CEO, American Camp Association
Carolina

Join ACA's president/CEO for an informal and intimate discussion over coffee. Through an open questions and answers discussion, Tom will update us on the direction of organized and camping, board priorities and the future of the ACA. This will be a unique experience to connect with Tom, share your thoughts and learn about ACA's continued commitment to help camps "make all the difference."

Tom Rosenberg has a distinguished career in the camp profession and a long resume of service to ACA. He most recently served as the executive director of Camp Judaea in Hendersonville, North Carolina. Prior to Camp Judaea, Tom spent more than two decades with Blue Star Camps in North Carolina, serving most of those years as a director. Tom is a past national treasurer and board member of the ACA, as well as a past board president and treasurer of ACA, Southeastern. A founding board member of the North Carolina Youth Camp Association, Tom was awarded the Henderson County Chamber of Commerce's inaugural Camp Industry Leadership Award, as well as the American Camp Association's National Honor Award and ACA Southeastern's Distinguished Service Award.

With an educational focus in business, Tom graduated with distinction from the Marshall School of Business at the University of Southern California with an MBA and from the AB Freeman School of Business at Tulane University with a BS in Management. He is also a graduate of ACA's Camp Director Institute.

Program Roundtables

ACA, Southeastern camp directors will facilitate these conversations
Belamy

We all have inspirational and cautionary tales. Add your experience to the conversation as we discuss how to make the most impact with our camp programs. We will discuss equestrian programs, ropes course/challenge course programs and connect with other resident, day, agency, and private for-profit camp leaders.

Camp Admins Unite: Let's Focus on Camper Forms

Jeff Bowman, CampBrain
Dudley

Join this panel of seasoned administrators/directors as we tackle the topic of camper forms. We will get specific! What forms are used? When and how are they collected? Is everything gathered at once or at separate times? We will explore policies around health forms and immunization records. We want to focus the attention on camper forms – what you are doing, how and when. Expect to question your current methods and share your great ideas. Ideal for those involved in the administration of camp!

Jeff is in his eighth year with CampBrain. Jeff worked for 10 years at Camp Robin Hood in Toronto prior to joining the team at CampBrain. Jeff has worn a number of different hats at CampBrain, starting in tech-support, working in online registration, providing training and now working in a business development role.

Tuesday, September 26, 8:30 a.m. – 9:45 a.m.

Education Sessions

A Meeting of the Minds: Camp Directors, Higher Ed, and College Students

Kim Aycock, Camp 2 Campus Learning Solutions & Debra Jordan, East Carolina University
Carolina

Camps need staff to run their programs, colleges/universities have various requirements for students, and students are usually pulled between what they WANT to do and what they HAVE to do for school and parent demands. How can we create a win-win situation for all involved? Join us for a meeting of the minds where the three groups come together to voice aspirations, make requirements known and offer ways to collaborate so that everyone is a happy camper!

Kim Aycock, MST, has more than thirty years of experience blending the skills of a master teacher with the knowledge of a seasoned camp expert. She trains camp staff at all levels and speaks professionally at regional and national conferences. Kim has the ability to connect with and motivate learners of all ages through her interactive and innovative presentations. More information can be found on her website: www.kimaycock.com.

Deb Jordan, ReD, has more than thirty years of experience as a faculty member and practitioner in several areas of parks and recreation. She has made over 100 presentations and provided trainings at the local, state, national, and international levels. In addition, Deb has authored or co-authored three textbooks in leadership and programming. Her presentations and trainings are highly interactive and leave attendees with take-aways to put into practice ideas gained from her sessions.

The Risk Management Guy Says — What Happened This Year Does Not Have to Happen Again Next Year

Michael Swain, Markel
Bellamy

Being prepared for risks a camp may face during the summer is an important component of a risk management strategy. Understanding historical data and emerging issues can help with the preparation process. This workshop will analyze loss activity that occurred in camps during 2016–17, discuss some of the emerging risk management concerns camps identified for 2017, and offer a risk manager's insights on steps camps can take to control these issues to help support a positive camper experience.

Michael A. Swain is senior loss control specialist for Markel Insurance Company responsible for creating and implementing risk management programs in support of camp, youth recreation programs, non-profit organizations, youth clubs, and other industry groups for Markel. With thirty years of insurance industry experience, he has a broad background in risk management. Michael, a 1984 graduate of Virginia Tech, holds certifications as an associate in risk management, and a senior claim law associate.

Neuro-Camp: Why Understanding Basics about the Brain Is So Important for Camp Pros

Jonathan Hodge, Tate's Day Camp
DeRosset

Don't think that studying the brain will help you understand staff, campers, and programs? Think again. The brain is one of the last great frontiers in the pursuit of human development. Understanding how it operates gives us renewed and valuable insight into the people power of camp business. In this presentation, we take a fresh look at why the brain operates in the form and fashion that it does, and what it means for camp professionals who desire for others to see the good that camp can offer.

Jonathan is a graduate of Carson-Newman University, where he obtained a bachelor of music degree in Voice, and a master's degree in counseling and behavioral health. He has over a decade of experience in the camp and school settings, including teaching courses at Johnson University where he is an adjunct professor in the School of Social and Behavioral Sciences. Additionally, he works with individuals and families in private practice as a licensed marriage and family therapist.

Negotiating for Camp Professionals

Sarah Kurtz McKinnon, Kurtz McKinnon Creative LLC
McRae

Whether securing a new vendor, buying a tractor, or finalizing terms of a staff contract, camp pros negotiate all the time. This session presents a framework that will enable you to come into your negotiation with a plan and execute it. We'll talk about and practice seeking opportunities for mutual gain, understanding the other side's perspective, building relationships, and making sure you don't agree to something you did not want.

After graduating from Northwestern in 2008, Sarah Kurtz McKinnon became one of the youngest camp executives in the country, directing YMCA Camp Al-Gon-Quian the age of 23. Sarah left AGQ in 2015 to start Kurtz McKinnon Creative to help other camps reach their full potential. She is a sought-after camp consultant and trainer, a co-founder of The Summer Camp Society, and a director at Camp Tall Tree. She is pursuing her MBA at the University of Michigan and blogs at www.kurtzmckinnoncreative.com.

Mandated Reporting: Who, What, When, Where, & Why

Deborah Ausburn, Taylor English Duma LLP & Donna Caudell, Truett McConnell University
Skinner

Most camps in the Southeast are mandated reporters of suspected child abuse. Knowing the legal requirements is only part of the story, as sometimes the signs of child abuse are not clear. This session will discuss not only the legal requirements, but also help staff understand which situations require immediate reporting and which require monitoring or getting more information.

Deborah A. Ausburn, JD, has more than thirty years' experience with youth-serving organizations, as a social worker, foster parent, criminal prosecutor, volunteer, Board member, and attorney. She has volunteered with and defended organizations throughout the United States in matters ranging from minor physical injuries to claims of sexual abuse.

Donna A. Caudell, PhD, served for twenty-nine years in public schools, including twenty-two years as a professional school counselor. Donna now is an assistant professor in the Behavioral Sciences Department at Truett-McConnell College, as well as an adjunct professor at North Georgia Technical College. She has a wealth of experience addressing student needs, ranging from child abuse and crisis counseling to child abuse training workshops for school personnel and volunteers.

Teaching Bystander Intervention at Camp

Michael Davis, PhD, Michael Davis Consulting
Latimer

Our participants face a lot in schools and even at our programs. From bullying, unwanted sexual remarks/advances, to stepping in when a friend drinks too much, our staff and participants need to know how to respond and intervene when possible. This session will explore the three major bystander intervention techniques: Direct, distract, and delegate. We will explore ways to teach our participants of all level these concepts.

Michael Davis, PhD, serves as the director of undergraduate services for the Chi Phi National Fraternity. In this role, Michael helps develop and educate the men of the fraternity on fifty-six campuses. Michael has a background working on college campuses and has volunteered with the Georgia Teen Institute program for over fifteen years. Michael frequently presents on topics of social justice, bystander intervention, alcohol risk reduction, risk management, and leadership/organizational skills.

Build Better Relationships with Praise and Responding

Abby Keenan, Intrepid Performance Consulting
Dudley

In supporting and giving feedback to camp staff or participants, how often do you say, “good job,” “keep up the great work,” or “that’s awesome”? While these are nice to hear, being more intentional with your praise and responding can help you to purposefully build relationships, motivate others, and encourage repeated success. In this session, you’ll learn about and practice effective praise and active-constructive responding, both of which will help you make a difference at camp and beyond!

Abby Keenan is a performance psychology consultant who trains youth and young adults to use mental skills to improve their performance — in sport, school, and life. She also works with coaches and teams to help them master team cohesion. Abby has a master’s degree in educational/sport psychology and is a certified consultant through the Association for Applied Sport Psychology. She has been a camp staff member for six years and has presented workshops at state, regional, and national conferences.

Tuesday, September 26, 11:00 a.m. – 12:15 p.m.

Breaking Down Courage to Build It Up in Youth

Candace Doby, www.candacedoby.com
Carolina

The key to building up courage or enabling courageous behavior is having and utilizing the right tools. In this interactive workshop, participants will break down the tools of courage — confidence, competence, and purpose — and learn how they individually and collectively help youth manage fear and prepare for action.

Candace Doby is an empowerment speaker who combines personal storytelling with life lessons and a dynamic presence to inspire youth and young adults to act courageously. Her stories? Traveling across the world solo, starting an online business, auditioning for a professional dance team (with no formal dance experience), and many more.

She was a top speaker for Monster's Making It Count Program and has spoken to over 6,000 students across the southeast in assemblies, classrooms, and graduation ceremonies on topics ranging from fundamentals of school success to the art of confronting fear.

Candace received a bachelor's degree and a master's degree in journalism and mass communication from the University of North Carolina at Chapel Hill, where she ran track, worked at the school paper, and served as a resident advisor. She is a thirteen-year marketing professional who has worked for some of the best advertising agencies in the country.

Crisis Management: Concrete Steps to Minimize the Risk of a Legal Claim

Lach Zemp, Roberts and Stevens, PA
Belamy

How a camp responds to a crisis event can have a significant impact on whether a later legal claim or lawsuit gains traction. There are specific steps and strategies for how your camp responds to a crisis that will help to minimize the risk of a significant and time consuming legal claim.

Lach (pronounced "Lash") Zemp represents, advises, and consults with camps and other outdoor recreational businesses throughout North Carolina. With more than twenty-six years of experience helping clients respond to and defend against crises, Lach has developed straightforward strategies to reduce the risks of potential legal liability.

Who Are the Learners at Day Camp?

Eileen Price, In the City Camp
DeRosset

In the camp community, we often say "camp is about the camper." But what if the staff was also considered a learner in the camp environment? How can your camp reframe the staff as a learner and enhance their job responsibilities and opportunities to be learning while they are focusing on the campers?

Eileen Price is the founder and executive director of In the City Camp. In the City Camp is a new approach to Day camping that brings the magic and impact of overnight camp to a day camp setting. Camp's first summer in 2012 took place with sixty-five campers and has expanded its camper community by over 600 percent under Eileen's leadership. In 2017, In the City Camp will provide twelve weeks of camp across two locations for over 500 campers entering kindergarten through eighth grade.

Microstorytelling

Sarah Kurtz McKinnon, Kurtz McKinnon Creative LLC
McRae

Storytelling is the ultimate tool: Whether recruiting new campers, reconnecting with alumni or fundraising, camp professionals need to be able to bring the magic of camp to life by telling true and engaging stories about camp's power and impact. This interactive session will help participants learn mission-driven techniques for sharing camp stories that evoke passionate responses from audiences big and small.

After graduating from Northwestern in 2008, Sarah Kurtz McKinnon became one of the youngest camp executives in the country, directing YMCA Camp Al-Gon-Quian the age of 23. Sarah left AGQ in 2015 to start Kurtz McKinnon Creative to help other camps reach their full potential. She is a sought-after camp consultant and trainer, a co-founder of The Summer Camp Society and a director at Camp Tall Tree. She is pursuing her MBA at the University of Michigan and blogs at www.kurtzmckinnoncreative.com.

Introduction to the Maker Movement

Tom Heck, International Association of Teamwork Facilitators
Skinner

This hands-on workshop will introduce you to fun "Maker" activities you can lead in a camp setting. The activities promote STEM education, innovation, and teamwork. We'll play with circuits, things that fly, and even discuss service learning projects that promote STEM education. These activities have been tested with a variety of ages.

Tom Heck is the President and Founder of the International Association of Teamwork Facilitators, serving leaders, coaches and trainers in 35 countries. Tom is a highly sought-after presenter speaking at TEDx, Pecha Kucha and Ignite Asheville among many national appearances. He has over 380 YouTube videos with nearly 7 million views. Tom is the author of three published books, multiple electronic publications, numerous multimedia training CDs, and 130 podcasts.

He is an avid inventor and “Maker,” authoring numerous articles for MAKE Magazine, licensing twelve products to various education companies, and building the largest vortex air cannon in the Southeast. While working for a TEDx conference he developed a nine-week “engineering through experience” course. This collaboration with a local middle school math teacher and his students culminated in the building and launch of a near space balloon (sending a Go-PRO video camera to the edge of space). Not only did he secure the support for this project from both local and national businesses, Tom also arranged for Jeff Kluger, the Tech Editor for TIME Magazine and author of Apollo 13, to Skype with the students. Kluger was so impressed with the success of the project that he traveled from his office in NYC to the school to meet one-on-one with the students. The students spoke on stage at the TEDx event and shared a highlight video of the project.

Tom built himself the cabin he lived in during college, worked as a juvenile corrections officer in a wilderness pre-release program and led a one-day team and leadership development program for over 8,000 fifth graders in Western North Carolina and has since trained facilitators in five countries to lead the same program. Among his many accomplishments, Tom is also an award-winning banjo player.

Cross Cultural Agility: Helping Campers That Feel Like Outsiders Feel More Like Insiders at Camp

Debra Jordan, East Carolina University & Niambi Jaha-Echols, CCAg Training
Latimer

Being Agile is thinking and acting quickly – and when it comes to diversity, do we? Building trust and mutual rapport between campers from various cultural backgrounds is imperative as we foster more inclusive camp environments. Sometimes campers can feel like they don’t fully fit in. They often feel included and excluded at the same time. Join us as we use activities to explore becoming and teaching others how to be more cross culturally agile at camp and in our everyday lives.

A professor in the Recreation and Leisure Studies Department at East Carolina University, Deb has been conducting workshops on diversity, leadership, ethics, and evaluation for many years. She serves on the LCOL of ACA, Southeastern Region, where she is the co-chair of Standards. Personally, Deb has been fortunate to travel internationally to several countries including Nepal where she trekked to the base camp of Mount Everest. Deb enjoys reading, kayaking, and visiting state and national parks.

Niambi Jaha-Echols is a former ACA National Board Member, Cultural Agility Strategist, and nationally recognized Transformation Advocate with over thirty years of experience working with various modalities of creativity. She is the Principal and Lead Consultant for Cross-Cultural Agility Training where she coaches and consults individuals and corporations on issues supporting cultural intelligence. She lives in Chapel Hill, NC, and enjoys uncovering solutions to challenges that beseech the human spirit.

Let Alumni Unlock the Power of Your Alumni Program

Henry Dehart, YMCA of the Triangle
Dudley

Campers and staff develop an unbelievably strong connection to their camps. And yet, so few camps are successful at providing a framework to tap into the power of our alumni. It is so hard to get that alumni program to the top of our priority list. We are busy filling camp, maintaining our property, raising money and developing the next best addition to our program. We will provide the insight and tools needed to develop a strong alumni program.

Henry DeHart is the executive vice president, camping services, for the YMCA of the Triangle. In this role he is responsible for three overnight camps, Camp Sea Gull, Camp Seafarer, and Camp Kanata.

A graduate of Emory University, Henry has work professionally for the YMCA of the Triangle for sixteen years. For ten of those years, he served as the executive director for Camp Sea Gull. He was the program director for Camp Sea Gull prior to that.

Tuesday, September 26, 3:15 p.m. – 4:30 p.m.

Silence Broken: A Camper Comes Forward Ten Years Later

Dorcas Tomasek, The Redwoods Group & Katie Johnson, The Redwoods Group
Carolina

It is the middle of summer and your phone rings. On the other end is an individual sharing that they were sexually abused at your camp ten years ago. Your mind spins as you begin to imagine your next steps: What's my next move? Who do I call? How will this affect my camp community? Are there legal obligations? This session will use real case studies to focus on these questions and more as we dig into the legal implications, state requirements, and next steps on the path towards healing.

Dorcas Ann Tomasek joined The Redwoods Group as a risk consultant after having been in specialty medical needs camping since 1992. Spending seventeen years at Camp Boggy Creek, one of Paul Newman's Serious Fun Children's Network (SFCN) camps, Dorcas specialized in program development, crisis response planning, food service management, and bringing camp's mission to life. Dorcas is an American Camp Association accreditation instructor/ visitor.

Katie Johnson has spent more than twenty years as youth development professional working with both resident and day camp programs, including eight years with the American Camp Association. Most recently, Katie joined The Redwoods Group as a consultant, where she is sharing her professional experiences to help camps and youth serving organizations provide safe environments and programs for children and families.

The Five Costly Mistakes Your Leadership Team is Making and What to Do About Them

Jonathan Hodge, Tate's Day Camp
DeRosset

The greatest advantage your camp can have against everything from business competition to an undesirable staff culture is addressed at the leadership team level. Organizational health is vital to ensuring excellent program quality and making the impact you want to make. In this session, we investigate the five most common, and often most devastating, dysfunctions of your leadership team, how they impact your program, and the necessary steps to rectify them.

Jonathan is a graduate of Carson-Newman University, where he obtained a bachelor of music degree in voice, and a master's degree in counseling and behavioral health. He has over a decade of experience in the camp and school settings, including teaching courses at Johnson University where he is an adjunct professor in the School of Social and Behavioral Sciences. Additionally, he works with individuals and families in private practice as a licensed marriage and family therapist.

Growing A 25-Year Camp into A 100-Year Camp

Sara Huffman, Green River Preserve
McRae

Some camps have existed for nearly a century, and yet some only for a single generation. Why is that?! It's time to solve this mystery. At this session, we'll provide clues to help your camp make it to its own centennial celebration. Based on real-life success stories, this discussion will talk you through the process from the ground up, sharing secrets to camper and counselor retention, producing an excellent product that stands out, and facing the trickiest of obstacles...time.

Sara Huffman serves as the administrative director for Green River Preserve and is the fearless leader of the ACA EPIC group in Western NC. She is an active board member for Camplify in Hendersonville, NC, and regularly volunteers at ACA events. Sara enjoys promoting summer camp throughout her community, as well as running, listening to audio books, and debating the best flavor at local ice creamery, Dolly's.

Tools of the Trade: Effective Designs that Make Camp Work

John Simpson, Domokur Architects

Skinner

We all know that "wow" feeling we get when we experience a truly magnificent building, space, or detail. From cabins to dining halls (and everything in between) this presentation shares the best camp buildings and details we've seen over the years, both in terms of aesthetic and programmatic design.

John developed a great interest in Camp Design while spending his summers working at camps in both the United States and France when he was between semesters at the UNC Charlotte School of Architecture. Since joining Domokur, John has been an integral part of the Camp Design Team and has been involved in the planning and Architecture of summer camps across the East Coast.

ALICE Active Shooter Training

Yolanda Tucker, MBA CTL, Tucker Consulting & Training Services

Latimer

The threat of an active shooter is not as rare as it once was and it is very real. ALICE Active Shooter Training aims to eradicate the "it can't happen to me or my students" mentality and change the way teachers, coaches and supervisors and support staff respond to armed intruders. ALICE is the leading Active Shooter training solution that increases an organization's and individual's odds at survival during a violent intruder event because it goes beyond traditional lockdown. ALICE stands for: Alert, Lockdown, Inform, Counter, Evacuate.

Yolanda holds an MBA in business administration, a second master's degree in acquisition and contracts, and a certification of transportation regulatory Law from Florida Coastal School of Law. Yolanda is an award-winning author, awarded the Florida Writer's Association Royal Palm Literary Award in 2003. In 2007, Yolanda was awarded the Key to the City of Lake Charles, LA, and honored with August 11 being designated as the Yolanda M. Tucker day. Yolanda received The Powerful Words of Wisdom Award from The University of North Florida in 2008. Yolanda keynoted Region IV's 2009 Head Start Annual Parent Training Conference and was selected as a presenter at the 2010 National At-Risk Youth Conference. Yolanda's heartbreak after the Sandy Hook Elementary School shooting and her passion to help children recently led her to becoming a certified ALICE Active Shooter Training Instructor.

Using Actionable Insights from Google Analytics to Improve AdWords

Jason Bornfriend, 829 Studios

Dudley

Determining success in your AdWords account comes down to what happens after a click. This session dives deep on reporting and analysis techniques across AdWords and Google Analytics. Find out how you can generate the types of insights that lead to sustained account success. We'll define clear and consistent success metrics, without which it's easy to get lost in the details.

Jason is an experienced results-driven online marketing strategist. As director of marketing at 829 Studios, he has helped craft digital strategy for clients in various audiences, including luxury travel, outdoor adventure, and education. He has a passion for integrated media and oversees 829's growing production department. He consistently pushes for digital

media innovation and his skills include strategy, account management, managing high performing teams and business development. Jason earned his degree in visual media arts: interactive media with a minor in business studies from Emerson College in Boston.

Wednesday, September 27, 8:30 a.m. – 9:45 a.m.

Fully Connected: The Cure for FOMO

Shawn Marler, Camp Rockmont
DeRosset

"Because of Camp... I have a better relationship with my phone." Said no one ever. We love camp because of the relationships we build there. So, what would camp look like if the staff committed to working without their phones? Not even using them during a break! But only using them on officially scheduled days off. Is that crazy? Come learn how one summer camp discovered that disconnecting from our devices made us more connected than we could have imagined — fully connected!

Shawn Marler fell in love with summer camp during his first season as a cabin counselor at Camp Rockmont in 2005. He is now an associate director at Rockmont, and his favorite part of the job is recruiting and developing Rockmont's summer staff. Shawn really enjoys being a part of the Western North Carolina EPIC team and serving as an ACA Visitor. He's also passionate about hiking to fire towers, building terrariums, adventuring in other countries, and reading Pat Conroy.

Now and Then: Reaching Today's Parents

Sara Huffman, Green River Preserve
McRae

It seems that today's parents — the parents of our customers — require more than they did ten to fifteen years ago. With technology advances that are both a burden and a benefit, we have to put as much thought into each interaction with camp parents as we do into camper programming. From heartfelt communication to individualized customer service to Jedi mind tricks, this session will provide a variety of methods to effectively use your mission to reach both your campers AND your parents!

Sara Huffman serves as the administrative director for Green River Preserve and is the fearless leader of the ACA EPIC group in Western NC. She is an active board member for Camplify in Hendersonville, NC, and regularly volunteers at ACA events. Sara enjoys promoting summer camp throughout her community, as well as running, listening to audio books and debating the best flavor at local ice creamery, Dolly's.

Signs of Belonging

Andy Belich, YMCA Camp Thunderbird & Bill Carraway, YMCA Camp Thunderbird
Skinner

YMCA Camp Thunderbird Directors have developed three very distinct programs for recognizing camper engagement in programming, demonstration of the character traits of the YMCA, and demonstration of an "All In" level of engagement in summer camp. These programs allow campers to work towards their goals for a single season or earn points for multiple summers. This session will provide specific details of each of these programs and methodologies for integrating these programs into summer camp.

Andy graduated from UNC Wilmington, with a business degree and began his professional career at YMCA Camp Thunderbird, in 2010. Since that time, he has served as boys' camp director, and for the past two years has served as

director of guides. For summer 2017, Andy began his tenure as associate resident camp director while still leading the Y Guides Program.

Bill is a forty-one-year veteran camp director. During his tenure at camp, Bill has served as the water program director and has developed the waterfront program into one of the premier programs in camping, today. During the early 80s, Bill worked with three other camp leaders to develop the Bandana Program, which still stands as one of the strongest and most positive traditions at Camp Thunderbird.

Understanding Social Justice at Camp

Michael Davis, PhD, Michael Davis Consulting
Latimer

It's bound to happen; a participant says something that brings up a discussion about the world we live in and issues around social justice. So, what do we say? Do we just ignore the comment, say "that's better to be talked about at home," or go on our platform about diversity issues for twenty minutes? This session will explore basic concepts about social justice and diversity, and explore ways to explain concepts to youth and ways to address issues when you and your staff are presented with them.

Michael Davis, PhD serves as the Director of Undergraduate Services for the Chi Phi National Fraternity. In this role, Michael helps develop and educate the men of the fraternity on 56 campuses. Michael has a background working on college campuses and has volunteered with the Georgia Teen Institute program for over 15 years. Michael frequently presents on topics of social justice, bystander intervention, alcohol risk reduction, risk management, and leadership/organizational skills.

Yes Only Means Yes Until Something Better Comes Along

Kim Aycock, Camp 2 Campus Learning Solutions
Dudley

Staff sign a contract, then inform you they won't be coming at all or that they are leaving for six days to attend a family reunion. In today's world, signing on the dotted line often means only a temporary commitment until something better comes along. With internships, travel, and other opportunities competing for the staff we desperately need, what can we do to make camp the best offer? Let's put our heads together so that Gen Z (and their parents) are "sold" on working at camp this summer!

Kim Aycock, MST, has more than years of experience blending the skills of a master teacher with the knowledge of a seasoned camp expert. She trains camp staff at all levels and speaks professionally at regional and national conferences. Kim has the ability to connect with and motivate learners of all ages through her interactive and innovative presentations. More information can be found on her website: www.kimaycock.com.