QUESTION:  What are the 3-5 “Hot Topics” impacting camps and youth in your area/region?

**Public Policy**

- J-1 Visa Foreign exchange: (Virginiast)
  - State legislation that would add more barriers/problem
- Not allowing employers to get access to criminal backgrounds
- Politics in Camp
- In this political atmosphere, conversations have been and can lead to divisive outcomes
- Water rights. Lack of water – western states
- Public policy/legislation/advocacy/data collection/etc. – especially on state level – we don’t do it well – economic impacts of camp to bring attention to camping issues for state legislators (Wisconsin)

**Camp Staffing**

- Hiring Staff
  - Available domestic workforce is striking – Concern to fill positions
  - As minimum wage increases its get more difficult to fill positions
  - How do we convince colleagues, universities and higher learning organizations to partner with ACA to get students involved in camp?
  - Parents of international staff not wanting to send their kid to J-1 Camp Counselor program, because of the political climate
  - How do we begin to look at tuition/price to attend camp as it relates to covering labor cost?
- Jobs – difficulty recruiting camp staff
- Employment Laws - Wage and Hour – minimum wage. Also concerns about hours
- Generation Z – not wanting to work as many hours (work/life balance)
  - Framing the opportunity
  - Show that we value and care about the staff
  - Involve young people in that conversation
  - Challenge working with year-round employees – can’t qualify year round staff as seasonal staff
- Cyber bullying – staff firing
- Staff Recruitment – a constant; need to be more aware of new technology and channels for recruitment; Especially male quality staff are hard to find (Wisconsin; Texoma; Oregon Trail)

**Education**

- Security issue w/ Marijuana
  - With the legalization of marijuana more people are beginning to grow marijuana
    - Growers are growing near camp lands, which could cause security issues if not managed correctly.
  - Medical marijuana – Request use in camp by campers/ staff
• How to keep immigrant populations engaged in camping
  o How to deal with political conversations?
  o How to keep them from hiding?
• Sanctuary Camps: Having plans in place to help lead a kid to services that can help, if the child’s parent is deported.
• #Metoo - Specific camp education for sexual harassment prevention
• Laws camps need to know around Security cameras & audio recording at camp – camps need to know about the laws around recording sound. (Pennsylvania)
• Need to encourage camps to start farm to table (CH)
  o Education about farm to table / FDA rules apply /Little O vs. Big O (organic)
• Technology - Cell phones – staff using their phones
• Camper trends?
• Disaster preparedness – natural disasters, active shooters, etc. – camps serving as disaster relief shelters/etc./serving as part of disaster task forces organized in advance – insurance planning – best practices when you are impacted – emotional preparedness – impacts on personal/local/regional/state/national infrastructure – education around resources available for disaster relief (Texoma)
• LGBTQ issues – especially transgender issues – campers/counselors/everyone and communication with parents/families around these issues (Texoma)
• Racial tensions at camp (Ohio)
• Behavior challenges at camp and counselors’ inability to manage challenging behavior (Ohio)
• Heroin epidemic – are we serving the families we need to be serving – should we be reaching out more to families who have been suffering because of heroin? (Ohio)
• Vouchers for childcare sending kids to camp – ACA Accredited camps can receive childcare vouchers and they are adding some additional requirements on top of that now – as a result, other new entities wanting to start as camps to make use of this funding but people not knowing where to start/how to develop programs (Ohio)
• Growing adult programs in the “shoulder season” (Northeast)
• Violence and Active Shooter:
  o Making your camp site safe – important! Need to be able to talk about active shooter drills with parents.
  o Riflery questions from parents after the Florida shooting

### Membership

• How do we connect with camps that are not aware of ACA? (SW)
  o Don’t always know who those camps are
  o Thousands of programs not regulated – use the word summer camp – liability (UNY)
• Would like more activities/opportunities for membership (Virginias)
• Camps/Programs, especially agency camps, seem to have a lot of turnover of leadership which makes it more difficult for them to continue as effectively offering their programs and services – where can ACA better support them?; In Texas Medicaid waiver will pay for people with special needs to attend camp under “out-of-home respite care,” but requires ACA Accreditation (and state licensure) (Ohio; Texoma)
• Specialized camps (like “Soccer Camp,” “Baseball Camp,” etc.) that are not required to be licensed/regulated – taking away from more traditional camp settings – Camps on Campus is growing because they are starting realize more that they need what the camping industry does; some competition for campers and staff is because of year-round sports (Northeast; Oregon Trail)

**Diversity & Inclusion**

• As an industry not serving the growing minority population  
  o How do we go to those families that don’t know about camp  
  o How do we build those relationships with family  
  o When culture doesn’t include camps  
• #Metoo - Specific camp education for sexual harassment prevention

**MESH**

• Increasing cutting, suicidal, increased depression, etc. – how do you support campers and staff?  
  o Need to support families  
• Mental First Aid  
• Social work support is important in camp – point person in camps, may support the overall mental health of the camp and train frontline staff  
• Professional development opportunity – MESH  
• Caring connected while always being professional – need education  
• Education on recognizing signs/symptoms of disengaged – staff with mental illness  
• Mental Health aspects, especially of staff – burnout, anxiety, medication; Pre-Camp Traumatic Experience Preparedness – training including letting other people in and accepting help – collecting information after acceptance to help facilitate better care during a person’s time at camp; lack of tenacity/ability to make it through a summer – needing more self-care/time off – how do draw lines between challenging them to push through vs. pampering them; ditto (Virginias; Texoma; Ohio; Oregon Trail)

**Health & Wellness**

• What to do with a Flu outbreak  
• Hantavirus death – to be aware  
• Ticks – challenging last summer (UNY)

**Research**

• Research!! Camp directors need to be educated on the research we are doing and metrics used – how do they tell the story?

**Governance**

• LCOL diversity – does the LCOL reflect the diversity of the area.  
• Comment on LCOL being cliquish – succession planning important  
• Changes in the LCOL/ transitions/onboarding; LCOL Transition Planning (Virginias; Oregon Trail)