2019 ACA, CHESAPEAKE CAMP CONFERENCE

FEBRUARY 4, 2019
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- Give back to the camp community
- See other programs and activities
- See the operational side of camps in your area
- Volunteer and learn

REQUIREMENTS
- Complete application and training
- Have strong communication skills
- Complete an Accreditation Process Workshop

To find out more, email your name and contact info to bleclair@ACAcamps.org

American Camp Association®
Welcome to the 2019 Chesapeake Camp Conference!

We’ve all heard it from our friends, families, and the strangers we meet on the street: “What do you do during the rest of the year?”

“I work at a camp” is so much more than a few weeks during the summer. We know all the hard work that goes into planning for camp. It takes us nine months of the year to make just three months the best experience possible for our campers, parents, and staff. This takes time, planning, and dedication.

With this in mind, we want to thank all of you for taking time out of your busy schedules to attend our conference. Please also join me in thanking all of our speakers. We’re very excited for the variety and enthusiasm each will bring to our day. I want to also give a personal thanks to all on the Professional Development Committee and those who have helped us put together this amazing event.

We’ve all been busy with evaluating last summer and preparing for next summer. With that in mind, we want to take a moment to reflect on 2018 but continue to look forward to 2019. Our sessions today are meant to do just that. This conference was planned with you in mind: take notes, reconnect with colleagues, and learn from one another so we can all continue to grow camping in our region.

As you participate in today’s sessions, our hope is that you are able to return to camp with new ideas and feel excited about the next few months of preparation. The days may be cold now, but there are only a few months until our first campers arrive!

Kate Dadourian
ACA, Chesapeake
Professional Development Chair
Schedule at a Glance

Monday, February 4, 2019

8:30 a.m. – 9:00 a.m.  Registration Is Open  Training Center Reception Desk
9:00 a.m. – 9:30 a.m.  Opening Icebreaker  Youth Enrichment Room
9:30 a.m. – 10:30 a.m.  Opening Keynote  Candace Doby  Youth Enrichment Room
10:30 a.m. – 10:45 a.m.  Coffee Break  Training Center Corridor
10:45 a.m. – 11:45 a.m.  Educational Breakout Session  See Schedule for Room Assignments
12:00 p.m. – 1:00 p.m.  Chesapeake Field Office Luncheon  Achievers and New Horizons
1:00 p.m. – 2:00 p.m.  Educational Breakout Session  See Schedule for Room Assignments
2:10 p.m. – 3:10 p.m.  Educational Breakout Session  See Schedule for Room Assignments
3:15 p.m. – 4:00 p.m.  Closing General Session  Youth Enrichment Room

ACA, Chesapeake Local Council of Leaders

**LCOL Co-Chair**
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Bar-T Ranch
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**Volunteer Engagement Leader**
Neil Berlin
Camps Airy & Louise
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General Information

Registration Hours:
Monday, February 4, 2019
8:30 a.m. – 1:00 p.m.

Room Hosts Wanted
Stop by the registration table to sign up as a room host for the sessions you are attending. We’ll give you a few simple instructions and a packet of evaluations to hand out and you’ll be on your way!

Program Session Seating
Seating is available on a first-come, first-served basis. For safety and comfort, we will not exceed the allowed seating capacity of each program room. Out of courtesy to the speakers and other attendees, do not take a seat in the session unless you plan to stay for its entirety. Also, please do not enter a room if a “session is full” sign is on the door.
The opinions of the speakers are their own and are not necessarily the opinions of the Chesapeake Camp Conference Committee or the American Camp Association.

Electronic Recordings
Recordings of program sessions require the permission of the speaker. Please ask permission of speakers before recording their session.

In Case of Emergency
For emergencies, call 911. If possible, please alert a member of the ACA staff and YMCA Center staff.

ACA’s PROFESSIONAL DEVELOPMENT CENTER

5 Simple Ways to Get Involved Today!

1. Visit the ACA Events Calendar
   Register for local, in-person events and trainings; endorsed educational events; and upcoming webinars.

2. Create Exceptional Staff
   ACA has developed certificate courses for a variety of staff levels: entry-level program staff, experienced program staff, and middle managers.

3. Complete the Director Certificate Course
   Invest in yourself by completing ACA’s Camp Director or Day Camp Director certificate courses to strengthen your camp management skills and add to your qualifications.

4. Learn from the Experts!
   Sign up to participate in a live, expert-led ACA webinar, or purchase a recorded webinar from a catalog of exceptional offerings.

5. Customize Your Staff Orientation and Training Program
   Create a customized, online training experience for your staff. ACA integrates your staff training materials with your choice of ACA training resources to meet your camp’s needs.

Learner Focused
Learn at your own pace and when it is convenient for you. ACA’s PDC provides 25+ online courses, 90+ recorded webinars, and five certificate courses, 24/7/365.

Learn more at ACAcamps.org/online-courses
Featured Presentations

OPENING KEYNOTE
CANDACE DOBY

Breaking Down Courage to Build It up in Yourself and Youth
Monday, February 4 | 9:30 a.m. – 10:30 a.m.
Youth Enrichment Room

The key to building up courage is having and utilizing the right tools. In this entertaining
and interactive presentation, Candace Doby shares tools of courage — confidence, competence, and
cause — to help attendees understand how the tools can assist them and their youth in managing fear and
preparing for courageous action.

Candace Doby is an empowerment speaker who has been examining the definition, features, and obstacles
of courage for a decade. Through that process, she developed her own courage to travel across the world
alone, start a commerce business, and audition for a professional dance team (without having formal dance
training.) Now, she loves helping girls and women understand their fears and conjure their courage.

As a speaker, Candace has combined personal storytelling with research-driven takeaways to inspire
thousands of students across the southeast to act courageously. She was a top speaker for Monster’s
Making It Count Program and has spoken to more than 6,000 students across the southeast in assemblies,
classrooms and graduation ceremonies. When she’s not reading the latest research on courage, you can
find her designing her line of Pep Talker greeting cards, available in stores in Atlanta, or dancing in front of
her bathroom mirror.

Candace received bachelor’s and master’s degrees in journalism and mass communication from the
University of North Carolina at Chapel Hill. She is a 15-year marketing strategist who has worked at some
of the best agencies and companies in the country, most recently at Chipotle Mexican Grill.

The concept, “MESH,” focuses on
the mental, emotional, and social
health of campers and staff. It spans
a broad scope of concerns and is the
current focus of ACA’s Healthy Camps
Initiative. Learning how to handle
MESH issues at your camp is integral
to the safety of your campers and
staff. The Healthy Camp Toolbox has
excellent MESH resources and can be
found at ACAcamps.org/resource-
library/research/healthy-camp-toolbox.

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ROZ AND JED BUCK

Roz and Jed will lead the opening community-building exercise and then offer sessions on staff training and customer service.

Roz and Jed worked side by side from 2004–2016 as the owners/directors of Meadowbrook Country Day Camp, a large, private, day camp in Northwest New Jersey that serves approximately 1,000 campers and 400 staff each summer. Their work in camp and with youth and young adults dates back to high school, when they met as teenagers working at a summer day camp. After retiring from full-time camp ownership, Roz and Jed launched Roz and Jed Training & Consulting to help other camps and organizations make a difference. They have presented at many ACA, YMCA, and Recreation & Parks conferences throughout the country and trained thousands of leadership and general staff from camps throughout the Northeast. Outside of camp, they have also worked with multiple corporate clients and nonprofit organizations in the areas of leadership, team building, customer service, culture, and values. They are active volunteers with many organizations, and in 2016 they were honored as joint recipients of the prestigious ACA Thelma Hurwitz Leadership Award.

WE’RE ENDORSED!

The ACA, Chesapeake Camp Conference has educational endorsement! This means that the program has been successfully vetted according to recognized criteria. By participating in the conference, attendees can earn Continuing Education Credits (CECs).

Letters will be emailed after the conference with CEC recognitions. For documentation of the CECs that you’ve earned, go to: ACAcamps.org/pdc/cec-requests. For more information about the educational endorsement or to attend more events/online trainings that are educationally endorsed, visit: ACAcamps.org/staff-professionals/events-professional-development/educational-endorsement-program.

ACA’s Educational Endorsement Program (EEP) is a platform to connect learners to educational opportunities. Learners can access quality education from any variety of organizations, associations, and businesses, and can be assured that these offerings have been vetted to meet ACA EEP requirements.
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Making Rainy Days Special Days
Roz and Jed Buck, Roz and Jed Training & Consulting
Unfortunately, the weather does not always cooperate with our plans at camp. When the rain starts, the fun does not need to end. Exciting games and activities that campers play only on rainy days can help make those days special days that campers will talk about and remember.

Last Summer at Camp . . .
Katie Johnson, The Redwoods Group
“Last summer at camp . . .” We hear a lot of great stories that start out that way! Unfortunately, there are always a few stories that involve incidents and accidents at camp. This session will review the trends we saw at camp in 2018 and discuss lessons learned and strategies for prevention moving forward. The world of risk management is ever changing and evolving — let’s talk about what’s happening and how we are mitigating the risk.

Level Up Your Staff
Chris Quinn, Kids After Hours
Why is it that the moment a director steps out of a center, everything seems to fall apart? Instead of wishing for better staff or lamenting the lack of a “dream team,” learn how to turn a lackluster group of employees into a cohesive squad.

Training Your Summer Supervisors:
Key Steps to Positive Impacts
Roz and Jed Buck, Roz and Jed Training & Consulting
If our industry goal is to make a positive difference in the lives of our campers through exceptional youth-development experiences, whose role is it to make this happen? You guessed it . . . it’s all about the people working at your camp and interacting with your campers every day of the summer. We will share four key areas of focus to prepare your team of summer supervisors to be effective leaders that support, guide, coach, and mentor your staff to greatness this summer.
Building a Relational, Restorative Culture at Camp
Anne Hilb, Graymake
Liz London, Constructive Communities
Join Graymake, LLC to learn the basics of restorative practices (RP) in a camp setting. RP is a social science that studies how to strengthen and repair relationships between individuals and communities. The purpose is to build healthy communities, increase social capital, decrease crime and antisocial behavior, repair harm, and restore relationships. The fundamental hypothesis of restorative justice is that “human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things with them, rather than to them or for them.” In this interactive hour, we will discuss how you, as someone in a position of authority over young people, can provide powerful lessons in community, character building, skill development, and healthy living in a restorative way.

See You Next Summer! . . . Right?
What You Can Do This Summer to Get Staff Back Next Summer
Daniel Shore, Shore Research and Consultation
My research on summer camp staff suggests that up to 40 percent of staff are already not planning to come back next summer as soon as they arrive at camp this summer. To proactively approach this challenge, camp leaders must create value and support from the get-go. In this session, we will explore how to effectively prepare staff supervisors, message to staff, and create clear protocols for listening to staff — all of which can help drive staff to be more enthusiastic about returning for summer 2020.

Designing Your Mission; Architecture and Placemaking to Enhance Your Camp’s Built Environment
Douglas Crawford, Douglas Crawford Architect PLLC
Does your camp’s master plan and architecture reflect the values of your camp? Developing a master plan for your site that connects with your organization’s goals is a crucial step to ensure investments are purposefully placed into action. The facilities at your camp, no matter how small or utilitarian, each impact the whole of your mission. This discussion hopes to provoke the questions that should be asked when master planning and designing your camp’s facilities.
Balancing Risk Management and the Heart of Your Camp Program
Katie Johnson, The Redwoods Group

In our world of increasing parent expectations regarding the safety of children in our programs, it often feels that the net that is cast around camp — and our ability for opportunities of independence, free play, and exploration — is getting tighter and tighter. Do we let campers be on their own without a staff person present, knowing that the claims regarding bullying and peer to peer abuse are increasing? Is it enough to swim test campers, but not provide levels of protection (such as personal flotation devices for all non-swimmers)? How do we balance the complex world and risk management expectations of parents (100 percent supervision?) with the heart and soul of our camp programs? This session will dive into these questions and present opportunities for discussion as we look for opportunities to maintain the intent of our programs in a way that meets risk management best practices.

Coaching Your Staff: Develop Your Staff Culture with Intentional Coaching
Danny Herz, URJ 6 Points Sports Academy

Coach Danny Herz, the dynamic speaker and director of 6 Points Sports Academy, will share how he uses his coaching techniques to build the culture for his staff. Danny will disclose the details of his staff development ideas that have led to dozens of former assistant coaches becoming head coaches, and dozens of former camp staff members moving on to successful leadership positions of their own.
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ACA, Chesapeake Conference Committee

Conference Chair
Kate Dadourian

Conference Co-Chair
Erin Quinley

Conference Co-Chair
Lindsay Laker

A special thank you to Trish Harper and Lana Smith for their guidance and support.
Meet Your ACA Team

Tim Huchton, membership manager — thuchton@ACAcamps.org | 765-349-3539
Contact Tim if you have a camp on a campus — i.e., a college or university, K–12 school, or are an independent third party with a program on a campus.

AND

Barry Welch, membership manager — bwelch@ACAcamps.org 765-349-3535
Contact Barry if you are interested in EPIC (Emerging Professionals in Camping).

Contact us for assistance with:
• Your personal or camp membership questions.
• Guidance regarding starting a camp.
• Learning how your ACA membership can save you money.

Brandie Le Clair, standards manager — bleclair@ACAcamps.org | 765-349-3536
Contact me for assistance with:
• Understanding and application of the ACA Accreditation Program including requirements, training, and available tools and resources.
• Specific standards-related questions regarding applicability, implementation, and compliance demonstration.
• Registrations, schedules, and information about standards-related training and workshops.
• Questions around state-specific, camp-related laws and regulations.

Jazmin Albarran, eastern region director — jalbarran@ACAcamps.org | 765-349-3534
Contact me for assistance with:
• Public policy questions or to share regulation information with the organization.
• Learning about volunteer opportunities within your region or nationally.
• Questions or concerns when you are unsure of whom to contact.

John Beitner, professional development manager — jbeitner@ACAcamps.org | 765-349-3525
Contact me for assistance with:
• Navigating ACA’s vast collection of professional development resources.
• Individual and group registrations for in-person and online learning opportunities.
• Identifying how ACA can help you advance in your career.
Success is a Team Activity

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