

ACA, ROCKY MOUNTAIN FALL CONFERENCE

November 14-16, 2018

Wednesday November 14th

8:00 **Breakfast**

9:00-2:00 Accreditation Process Workshop-Gail Albers & Michael Ohl (Bristlecone Conference Rm)
Visitor Update Course-Reid McKnight & Michele Branconier (Upstairs Sportsplex)

12:00 **Lunch** (For those who are taking the APW or VUC trainings)

1:00 Registration Opens in the Lodge

2:00—3:30 **General Session, Welcome and Opening Keynote**

“Unlock the Door to Staff Retention: The Key is YOUR Staff Culture” Kim Aycock

By taking an in-depth look at various aspects of your staff culture including community, communication, support, and appreciation, we will unlock the door to staff retention. These facets of staff culture will be examined from the perspective of new and veteran seasonal staff as they cycle through the different phases of a typical camp year. Seize the opportunity to learn tips from some of the most respected workplaces on Fortune 100’s “List of Best Places to Work” in addition to sharing promising practices and brainstorming new ideas. Leave with ways to create a positive experience for staff that will ultimately benefit your campers (happy staff = happy campers)!



4:00-5:15 Breakout Sessions

HOSPITALITY: CREATING A CULTURE OF WELCOME

Emrys Tyler, Co-Director Sonlight Christian Camp

Upstairs Sportsplex Conference Room

Camps thrive because campers feel like they are welcome at camp, bringing any and all the stuff that life has given them to carry. Let's talk about tools, techniques, and theory which will strengthen the hospitality of your camp and bring about greater growth in your campers and staff. Participants are invited to bring their questions, problems, stories, and wonderings.

MANAGING RISK WHEN TAKING CAMPERS OFF CAMP PROPERTY

Ann McCollum, M.E.D., JD

Bristlecone Conference Room

Many camps extend their program opportunities to experiences off-property. Whether you are going to the local pool or on a multi-day wilderness adventure, there are areas of risk to be considered prior to exiting the camp's gates. This session will cover principles and strategies for managing prevalent risk issues in off-property programs including: the option of contracting your trip to outside leadership; communication; camper supervision; marketing to and communicating with parents; emergency response; medication management; and general principles for documentation and record-keeping. If we have time, we will touch on transportation issues, but will not drill down as this topic gets its own session in the conference!

WHAT MONEY? I WORK AT CAMP!

Winston Marugg, Co-Founding Director-Sonlight Christian Camp

Sportsplex Gym Downstairs

A "funny money" conversation in two parts. One, teaching your staff about some basics with The Latte Factor, how school loans work and the cost of "whoops". And two, how to have a career in camping and "retire" a millionaire.

A MANAGEMENT GUIDE TO START THRIVING INSTEAD OF SURVIVING

Katie Miesle, Founder-Outstanding Team: Innovations in Staff Training

Columbine Conference Room

Are you one of the Directors who are wondering why your Leadership Team is struggling? Are you one of the Leadership Team who's wondering how to keep up? Are you asking yourself "Why don't the staff get it? They're so great with kids!" Our mid-level managers need better tools for delegation, time/task management, and how to have critical conversations with staff. Become a better mentor or come to improve your own skills.

HEALTHCARE: WHAT'S TRENDING

Mary Marugg RN-Co-Founding Director, Sonlight Christian Camp

Main Lodge Downstairs

This session will be an overview of what is trending regarding healthcare at camp. The issues that camps were working with this summer, and what are emerging concerns. There will be a focus on residential camps and we will not explore solutions to the issues, this is an overview of what the issues are.

5:30—6:30 Social and Networking in the Lodge

6:30 Dinner

WEDNESDAY NIGHT

7:45PM

Coffee House Social and Dessert (Upstairs Main Lodge)

Thunderball (Downstairs Main Lodge)

Thursday, November 16

7:30—8:30 Breakfast

9:00—10:15 Breakout 2

A MEETING OF THE MINDS: CAMP DIRECTORS, HIGHER ED, AND COLLEGE STUDENTS

Kim Aycock-Camps 2 Campus Learning

Upstairs Sportsplex Conference Room

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? Learn initial findings from ACA's Project Real Job Task Force where the three groups came together in a meeting of the minds to voice aspirations, make requirements known and offer ways to collaborate. Take away ideas for getting the word out and building rapport with students, partnering with colleges and rethinking internships, and positioning camp as the best offer in a world where numerous opportunities are competing for the staff we desperately need.

3 ELEMENTS TO CREATE LIFE IN YOUR CAMP PROGRAM

Krista White, Program Director-Camp Granite Lake

Anne Shingler, Program Director Sanborn Western Camps

Like Dr. Robert Ford, as Program Director you create the skeleton, build the muscle, and add guts to your summer program. In this roundtable discussion, we will cover the three main elements of a summer camp program. The skeleton, building a well balanced, quality program; the muscles, having processes in place to assign staff; and the guts, remembering that we are all human and having the conversations necessary to help counselors process emotional reactions to their camp schedules.

NO RESEARCH GEEK SPEEK: JUST THE FACTS

Deb Bialeschki, ACA Senior Researcher

Bristlecone Conference Room

Join Deb to talk about some of the preliminary results from Phase 1 of the ACA 5-Year Impact Study! The emerging findings suggest exciting aspects about camps and how campers use what they get out of camp at home, in school, and in their early careers. Let's talk about what these findings might mean for camp program design, staff training, and for expanding the value and visibility of the camp experience.

STANDARDS ROUNDTABLE

Columbine Conference Room

Sonny Adkins-Executive Director, YMCA Camp Shady Brook

Gold Standard. Double Standard. Standard Operating Procedure. Standard Deviation. Standard of Practice. Standard Poodle. Ethical Standard. Standard Bearer. Mountain Standard Time....and speaking of standards and time, please take some time to chat about the BRAND NEW! FULLY EQUIPPED! PRETTY MUCH READY TO GO!! ACA Standards. We will look at the updated APG, answer any questions you might have about the new format, and go over changes in the mandatory standards. Though it won't get you registered on the Standard and Poor's index, it will make you feel like we are all speaking a standard language.

THE DEVELOPMENT DOCTOR IS IN

Posie Taylor, The Aloha Foundation

Main Lodge Downstairs

Bring your thorniest fund-raising questions to this session and we will help you think them through. While everyone is welcome, we particularly love helping folks just getting their development efforts organized and those attempting big things on shoestring budgets. We will all share insights and help each other!

10:30—11:45 Breakout 3

MOTIVATION THROUGH RELATIONSHIPS

Debbie Mayer LCSW, Wise Connections

Upstairs Sportsplex Conference Room

When kids come to camp they have amazing experiences like boating, rock climbing, playing soccer, learning about science, increasing self-confidence; a key factor to them having these experiences is the ability to engage because they feel safe. We will explore foundations for a safe and trusting relationship, and how this relationship can be helpful in motivating campers and staff.

SERIOUSLY! THIS STUFF REALLY HAPPENS!

Rhonda Mickelson, Director of Accreditation-ACA National

Bristlecone Conference Room

When a crisis occurs, how will your staff respond? This session will share “lessons learned” from the analysis of the American Hotline reports and provide suggested steps and resources to assist in crisis management, staff training, and preparation of the unexpected. Through discussions of case studies, this session will share valuable information about health/medical issues, personnel issues, allegations of abuse, camper behavior issues, parent behavior, and special situations.

Program Director Event Planning Roundtable

Johnny Dominico, Geneva Glen-Creative Programming Officer

Main Lodge Downstairs

Tally-ho, all ye lads and lasses! Join our merrie tribe of dragon dreaming and water balloon slinging adventurers to conjure up all sorts of nifty, all-castle (oops, camp) events, evening (kid-style) debauchery, and other Magnificent Quests Involving the Whole Kingdom. We will share our favorite large group activities, events and experiences as well as brainstorm new ideas for thematic fun (knights always welcome!) during our summertime crusades.

HORSIN’ A ROUNDTABLE

Maren MacDonald-Riding Program Director, Sanborn Western Camps

Meet at the Registration Desk in the Main Lodge

Come share your greatest ground lessons and program ideas with the group. This forum will provide space to collectively troubleshoot challenges we all encounter in the process of developing riding programs. Horses may be made available for ground lesson demonstration purposes. Anyone interested in improving a riding program or maybe just needing a “horse fix” is welcome!

BUILDING YOUR FOOD SERVICE PROGRAM: FROM MENUS TO MANAGEMENT

Christi and Steve Bontempo-Mountain Berry Culinary

Columbine Conference Room

We understand what camps need to do to build a food service program that is successful and manageable. We would like to present an educational program that offers step by step advice for executive staff and directors to build their own food service program. The objectives are to give attendees tools to hire the right people, provide excellent food, and setup the right vendors and pricing.

11:45—1:15 Lunch and Business Meeting

1:30—2:45 Breakout 4

SOMEWHERE BETWEEN FIGHT OR FLIGHT: TRAINING STAFF TO NURTURE CALM 3RD OPTION THINKING

**Kim Aycock-Camps 2 Campus Learning Solutions
Upstairs Sportsplex Conference Room**

Let's face it - working at camp can be a stressful job! On top of that, more staff are coming to camp with anxiety or stress-related issues of their own which can amplify in this environment. Typical emotional responses to a stressful event or anxious situations are often limited to 2-dimensions: fight or flight. Learn how imagination and nature can teach staff to explore the freedom of a 3rd option to create a new default pattern of calm thinking when stress occurs. Teach calm & camp on!

CHILD CARE LICENSING Q&A

**Jane Sanborn-Sanborn Western Camps, Reid McKnight-Geneva Glen Camps,
Kim Betts-Cheley Colorado Camps
Main Lodge Downstairs**

Join our panel of camp experts: Jane Sanborn, Reid McKnight, and Kim Betts as we discuss ALL THE THINGS related to Colorado Childcare Licensing. We will discuss the changes to fingerprinting, immunization form requirements, best practices in reporting, and other hot topics. Bring your questions!

ELEMENTARY GLOBE BRINGS ENVIRONMENTAL SCIENCE TO YOUNG LEARNERS

**Becca Hatheway, UCAR Center for Science Education & Julie Malmberg, GLOBE Program
Sportsplex Gym Downstairs**

Elementary GLOBE (<https://www.globe.gov/web/elementary-globe>) introduces children to the study of Earth system science. Each module includes a science-based fictional storybook and hands-on learning activities, covering the following topics: air quality, climate, clouds, seasons, soils, and water. These resources can be used at camps, helping children learn by doing activities that allow them to explore their surrounding environment. During this session, participants will become familiar with the Elementary GLOBE storybooks and learning activities, learn about the science background content and other resources that are available to program facilitators, and learn about strategies for implementing these resources in camp environments.

SPIRITUAL CARE IN THE CAMP STAFF CRUCIBLE

**Emrys Tyler- Co-Director, Sonlight Christian Camp
Bristlecone Conference Room**

Camp staffers often find camp work to be a crucible for their own identities and sense of life purpose. Even if your camp does not have any faith affiliation, you can help encourage growth in your young staff and provide clarity through times of personal crisis. Come learn some principles and techniques for helping your staff in these crucial moments and conversations. Note: Clinical mental health crises are beyond the scope of this session.

GET YOUR GAME ON

**Jessie Spehar-Sanborn Western Camps & Martie Adams-Sanborn Western Camps
Columbine Conference Room**

Energyzers, icebreakers, and de-inhibitors. Come play with us. Here is an opportunity to learn some new games and share your favorites. Expect to be up out of your seat, laughing with new friends and trying new low-prop games.

3:00—4:15 Breakout 5

MINDFULNESS MATTERS: MAXIMIZE TIME AND ENERGY & STRENGTHEN CAMP PROGRAMS

**Debbie Mayer LCSW-Wise Connections
Upstairs Sportsplex Conference Room**

Camp life is fast paced! When our nervous systems are revved up, we become less effective in decision making and how we interact with others. Research has proven that practicing mindfulness can help us think more clearly and connect more. In this workshop you will learn practices that take 1 minute or less - anywhere, anytime, at almost any age. You will receive a list of supplies to have on hand for rainy (or sunny) days of crafts to create and use that increase mindfulness. By practicing yourself, teaching ideas to your staff, and incorporating activities with campers you can get the most out of your programs!

EXPLORING THE SKIES-LEARNING ABOUT CLOUDS AND THE ATMOSPHERE

Julie Malmberg, GLOBE Program & Becca Hatheway, UCAR Center for Science Education

Sportsplex Gym Downstairs

The GLOBE Program is an international K-12 Earth science education program focused on getting people outside to ask questions, collect data, and ultimately learn more about the environment, both locally and globally. Join us as we discuss ways to help kids learn more about the atmosphere and see what clouds can tell us. In this indoor/outdoor session we will cover science protocols, learning activities, clouds and severe weather, and ways to help kids meaningfully explore the skies above them.

MAINTENCE AND FACILITY ROUND TABLE

Mike MacDonald-Executive Director Sanborn Western Camps

Columbine Conference Room

Come join us for a chance to share our problems and solutions to maintenance issues around our camps. Bring your maintenance headaches and we'll see if we can come up with some ideas to help.

THE SPEED BUMPS AND POTHOLE OF TRANSPORTATION AT CAMP

Ann McCollum, M.E.D., JD

Bristlecone Conference Room

We will spend the bulk of our time addressing risk management practices associated with transporting campers, including the, often unconsidered transportation hazards (roadside bathroom breaks?), forgotten vehicle accident procedures, and identifying the many forms of distracted driving (singing anyone?). The 2019 ACA standards that are directly and indirectly related to transportation issues will be identified as well as, generally, the laws associated with transporting campers in vehicles.

TAKE A HIKE

Mark Rutberg- Co-Director, Big Spring Ranch Sanborn Western Camps

Meet by Registration Desk at 2:55

Need to stretch your legs and relax your mind. Join us for a hike to A-Bluff (actually the bluff's name not just a random bluff). Enjoy some time to wonder, wander, and chat.

4:30 Exhibit Hall Opens in the Lodge

Dinner will be served in the Lodge as the Exhibit Hall winds down

THURSDAY NIGHT at THE SPORTSPLEX

Join us for:

Roller Skating Disco Party

7:30pm-8:45

Silent Auction

7:30-8:30

Floor Ball

8:45pm-untill you are too tired to run around any more



A portion of
the proceeds from the Silent Auction will go to:

"Innovation In ACA Rocky Mountain"

We want to create new and exciting opportunities for ACA Rocky Mountain members and your contribution will help give us the ability to continue to develop offerings throughout our section.

Friday, November 17

7:30—8:30 Breakfast

9:00—10:15 Breakout 6

ALUMS: OUR PAST AND OUR FUTURE

Posie Taylor-The Aloha Foundation & Jane Sanborn-Sanborn Western Camps

Columbine Conference Room

Enthusiastic and connected alums are amazing resources for camp—a source of positive referrals for campers and staff, future campers, as well as our best donors. We'll share ways to stay connected and empower this invaluable group of camp supporters.

CREATING RELATIONSHIPS WITH LOCAL FIRST RESPONDERS

Martie Adams-Program Director, Sanborn Western Camps & Mike Adler Co-Director Sanborn Western Camps

Main Lodge Downstairs

In the aftermath of a real, live search and rescue incident there is the opportunity for reflection and refinement of policies, procedures, (such as lost camper protocols) and organizational relationships. Join us as we discuss working with local first responders such as Search and Rescue, Fire Department and Sheriff's Office to create Emergency Action Plans and share the outputs of our internal updates.

SCENARIO BASED STAFF TRAINING

Ariella Rogge & Elizabeth Marable Co-Directors High Trails Ranch/Sanborn Western Camps

Upstairs Sportsplex Conference Room

What happens when staff don't actually KNOW a moment during training is a scenario and are forced to use the tools and experience they have to respond to situations in real time? By utilizing "surprise" scenarios throughout staff training, your staff can ask themselves, "How might I react?" in moments of stress, discomfort, concern or conflict during the summer. Through intentional debriefing, scenario-based training creates a safe environment for dialogue, reflection, practice and growth.

PUTTING THE LNT INTO CIT: ENRICHING COUNSELOR-IN-TRAINING PROGRAMS WITH LEAVE NO TRACE

Andrew Leary, Leave No Trace-Youth Programs Manager and

Heather Cardneau, from Avid4 Adventure

Bristle Cone Conference Room

Counselor-in-Training programs develop the leadership and interpersonal skills— but how do we do it? Learn about a 2018 project here in the Rocky Mountain region that brought in-depth Leave No Trace education into CIT programming. We'll examine the planning process, resource develop, and program implementation from the perspectives of the project team. Everyone will walk away with the digital resources for bringing this outcomes-driven initiative into 2019 CIT programs.

10:30—11:45 Closing Keynote

“Finding Awe”

Cultivating a Sense of Excitement, Exploration, and Connectedness

Debbie Mayer

Sportsplex Gym Downstairs

According to Greater Good in Action, “Research suggests that experiencing awe not only enhances happiness and physical health but also reduces feelings of entitlement and increases generosity.” Finding awe cultivates a sense of excitement, exploration, and connectedness – key ingredients for camp principles. As we bring the conference to a close, we'll spend some time exploring how to find awe, and ways to cultivate a culture full of awe at your camp!

11:45 Lunch and Departure