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**WELCOME to SLC 2016!**
Welcome to SLC 2016!

Welcome to the American Camp Association, Southern California/Hawaii Spring Leadership Conference (SLC) in beautiful Palm Springs, California! We are thrilled that you are here. During your stay, we hope you take time to soak in all the desert has to offer while also enjoying the conference’s extraordinary educational sessions, social events, professional networking, and team building with your camp staff team.

We have worked with an amazing conference committee to create an unparalleled educational opportunity. Faith Evans will start our conference out warmly with her Tuesday afternoon keynote featuring her world-famous Mentoring Circles, followed by a Welcome Reception poolside, complete with snacks, a cash bar, music and games. On Wednesday, we’re pleased to welcome pediatrician and all-around youth-development expert Dr. Debi Gilboa, who’ll be your host as you compete for medals in the Camp Character Olympics. On Thursday, we are excited to introduce the inaugural edition of SLCTalks, with an array of speakers sharing their ideas on revolutionizing camp leadership for 2016 and beyond. Finally, stick around for Friday’s closing keynote. Tom Holland, the chief executive officer of the American Camp Association, will inspire us all to go out and achieve greatness in our camps this summer.

Beyond the great keynote sessions, we’ve put together an exciting slate of educational sessions covering a wide range of topics. Learn from experts and fellow camp professionals, participate in new activities, and share your OWN cutting-edge ideas! From improv games to staff evaluations and brain research to STEM activities direct from NASA, the SLC program truly has something for everyone.

We are honored to be able to hold our conference in such an outstanding hotel. We hope you enjoy the comfortable, trendy atmosphere as well as the largest pool in the desert! Be sure to spend some time poolside, at the hotel gym, in the restaurant or lobby lounge, networking and catching up.

Don’t spend all of your time inside: the desert’s majesty is calling! At the VillageFest street fair on Thursday evening, you may browse more than 200 booths offering art, handcrafted items and unique foods. Just a few blocks away is the Palm Springs Art Museum, home to a variety of exhibitions and shows. You will find cafes, restaurants and shops, all within walking distance of the hotel. For more information about Palm Springs fun and everything you need to know about SLC, be sure to stop by our Hospitality booth adjacent to the conference Registration table.

On behalf of the Spring Leadership Conference committee, welcome to the best conference in the West! We hope you enjoy your time in Palm Springs. Please be sure to say hello this week: we look forward to meeting you or catching up.

Andy Kimmelman
Conference Co-Chair

Rasheed Anthony
Conference Co-Chair
Save the Date for 2017!

Spring Leadership Conference 2017
April 11-14, 2017
Renaissance Palm Springs Hotel
Palm Springs, CA
SCHEDULE AT A GLANCE

TUESDAY, APRIL 12
8:00 a.m.-2:00 p.m.  Pre-Conference, Trainings and Meetings
2:30 p.m.-3:45 p.m.  Networking and Idea Sharing Sessions
4:00 p.m.-5:30 p.m.  Opening Playnote with Faith Evans
5:30 p.m.-7:30 p.m.  Pool Reception
7:30 p.m.-Onward  Dinner/Time on Your Own

Sponsored by Signature Research and CORCL

WEDNESDAY, APRIL 13
8:30 a.m.-5:00 p.m.  Vendor Showcase in Ballroom Foyer
9:00 a.m.-10:15 a.m.  Educational Breakout Sessions #1
10:15 a.m.-10:45 a.m.  Snack Break with the Vendors
10:45 a.m.-12:00 p.m.  Educational Sessions #2
12:00 p.m.-1:45 p.m.  Lunch on Your Own
1:45 p.m.-3:00 p.m.  Educational Breakout Sessions #3
3:00 p.m.-3:30 p.m.  Snack Break with the Vendors
3:30 p.m.-4:45 p.m.  Educational Breakout Sessions #4
5:45 p.m.-8:00 p.m.  Themed Reception & Dinner – 1984 Olympics!

5:45 - 6:30 p.m. – Reception
6:30 - 7:15 p.m. – Dinner
7:15 - 8:00 p.m. – Keynote Session with Dr. G

5:00 p.m.-7:00 p.m.  Meet With Your Camp
7:00 p.m.  Dinner on Your Own — Enjoy the Palm Springs Street Fair
8:30 p.m.-11:00 p.m.  Palm Springs Scavenger Hunt

THURSDAY, APRIL 14
9:00 a.m.-10:45 a.m.  Morning Keynote – SLCTalks
11:00 a.m.-12:15 p.m.  Educational Breakout Sessions #5
12:15 p.m.-1:45 p.m.  Lunch on Your Own
1:45 p.m.-3:00 p.m.  Educational Breakout Sessions #6
3:15 p.m.-4:30 p.m.  Educational Breakout Sessions #7
5:00 p.m.-7:00 p.m.  Meet With Your Camp
7:00 p.m.  Dinner on Your Own — Enjoy the Palm Springs Street Fair

FRIDAY, APRIL 15
7:30 a.m.-9:00 a.m.  ACA, Southern California/Hawaii LCOL Breakfast Meeting
9:00 a.m.-10:15 a.m.  Educational Breakout Sessions #8
10:30 a.m.-Noon  Closing Keynote with Tom Holland

SNAPSHOTS OF SLC 2015!
GENERAL INFORMATION

Hospitality Desk
The hospitality area will be available for questions and restaurant and food recommendations. This area is a great resource for information regarding the hotel and Palm Springs.

Registration Hours:
Tuesday, April 12 8:00 a.m. – 5:00 p.m.
Wednesday, April 13 8:00 a.m. – 5:00 p.m.
Thursday, April 14 8:00 a.m. – 5:00 p.m.
Friday, April 15 8:00 a.m. – 10:00 a.m.

Volunteers
Volunteers are the backbone of our conference, which means we need YOU! Come to a quick volunteer orientation on Tuesday, April 12, immediately following the Opening General Session (meet at the stage of the General Session) to find out ways you can help.

Room Hosts Wanted
It’s easy! 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 speakers are their own and not necessarily the opinions of the Spring Leadership Conference or the American Camp Association.

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

Internet Access
Complimentary wireless internet is available in the hotel lobby and guest rooms. There is also a business center available west of the lobby if you need access to a computer.

In Case of Emergency
For emergencies, call 911. After calling 911, you can also dial 66 from any hotel phone for support from hotel staff. If possible, please alert a member of the ACA staff.

Meet With Your Leadership Team
If your leadership team is with you at the conference and you want to have a meeting of minds, or just need to schedule a meeting in a quiet place, we’ve got space for you! Thursday afternoon, 5 p.m. - 7 p.m., meeting space is available in our session rooms. Check in at registration to reserve a space, and it’s yours!

We’re Endorsed!
The Spring Leadership Conference has educational endorsement! This means that the SLC program has been successfully vetted according to recognized criteria. By participating in the conference, attendees can earn up to 16.5 Continuing Education Credits (CECs).

For documentation of the CECs that you’ve earned, go to: www.ACAcamps.org/pdc/cec-requests. For more information about educational endorsement or to attend more events/online trainings that are educationally endorsed, visit: www.ACAcamps.org/pdc/educational-endorsement-program.

Vendor Showcase
Throughout the day on Wednesday, 8:30 a.m. - 5:00 p.m., our sponsors and vendors will be available in the Ballroom Foyer to meet you, highlight their products and services, and answer your questions. Please spend time with our vendors on Wednesday to thank them for their support as well as find out what great products and services they can offer to make your job easier and camp better!

#ACASLC
Make sure you’re part of the conversation that’s happening online about the Spring Leadership Conference! Join us on Facebook at www.facebook.com/acasl, follow Z at www.twitter.com/Zisforme and use #ACASLC to tweet about what you’re learning and how much fun you’re having!
FEATURED SPEAKERS

Opening Playnote with Faith Evans
Mentor Circles - What Goes Around Comes Around
Tuesday, April 12, 4:00 p.m. - 5:30 p.m.

Experience the mutual learning process of mentor circles, and then create them with others. Mentor and be mentored by an expert in the room! Share your wisdom, ask for and receive knowledge in a chosen area of growth, and expand professional connections during the rewarding experience of a Mentor Circle. Be ready for surprises, good learning, and fun.

Faith Evans, M.Ed. in Gifted Education, is owner of PlayFully, Inc, and a sought after national staff trainer, community-builder, author, and speaker. She is highly acclaimed for her informative and interactive conference presentations…and for making action-learning FUN and applicable! Faith specializes in experiential learning with small and large groups in the areas of relationship building, creativity, problem solving, leadership, communication, play for a purpose. . .and for no purpose! Faith’s professional history in the world of camping and experiential education spans 53 years.

The American Camp Association nationally recognized Faith with the Hedley Dimmock award for outstanding staff training, and with the Golden Quill for excellence in writing through numerous articles published in Camping Magazine. Faith is a pioneer contributor to ExpertOnlineTraining.com. and was honored as the Kurt Hahn Recognition recipient from the Association for Experiential Education. Faith co-authored 99 of the Best Corporate Experiential Games We Know, a staple in the libraries of training and development professionals nationwide; and she, Sam Sikes and Chris Cavert won awards for The More the Merrier, Leading Play with Large Groups. She also co-authored, Play It, Measure It, the A to Z Guide to Experiential Training and contributed chapters to Exploring the Power of Solo, Silence, and Solitude among others. Hundreds of camp staff have played their way to learning about leadership, communication and fun during Faith’s innovative staff training event called “CampJam.” Faith is a co-founder of Play for Peace, a global organization who, since 1997, has used play to promote positive, life-long relationships among people whose communities suffer from a history of cross-cultural tensions. She lives and plays happily beside a stream in Estes Park, Colorado; and is thrilled to witness the motto, “What goes around, Comes around” as her grandchildren love going to camp as much as she did!

Evening Keynote with Debi Gilboa, MD
Camp Character Olympics
Wednesday, April 13, 7:15 p.m. - 8:00 p.m.

We know that camp changes lives by building character, but how many ways can you express that to your campers? What will your staff give up this summer so that they can commit to changing campers’ lives? How do you convince parents that camp is great at making this happen? Those aren’t just rhetorical questions: they’re the events you’ll be competing in during SLC’s Camp Character Olympics. Dr. G will provide play-by-play analysis and color commentary as you join your camp team (or new friends you’ve made at SLC) to compete for the gold medal!

Respected parenting and youth development expert, Deborah Gilboa, MD, is the founder of AskDoctorG.com. Popularly known as Dr. G, her passion for raising kids with character makes her a favorite family physician, media personality, author, speaker, and social influencer. A mom of four boys, she inspires audiences with relatable stories and easy
tools to develop crucial life skills in children ages 2-22. She is a regular contributor on The Today Show, and has been featured on Good Morning America, Huffington Post, The Wall Street Journal and Parents Magazine among many other broadcast, digital and print media. Dr. G is a board certified attending family physician at Pittsburgh’s Squirrel Hill Health Center, caring for diverse patients from 100+ countries, speaking 47 different languages. Her work with the deaf community has received national recognition and was the focus of her service as an Albert Schweitzer Fellow. She has received multiple awards for clinical excellence in teaching, including the Alpha Omega Alpha Volunteer Clinical Faculty Award as a clinical associate professor for the University of Pittsburgh School of Medicine. A graduate of University of Pittsburgh’s SOM and Carnegie Mellon University, as well as alumna of Chicago’s Second City Improv Theater, Dr. G’s diverse background and experiences add to her credibility and lively story-telling.

Dr. G is the author of multiple books including Get the Behavior You Want, Without Being the Parent You Hate!(Demos Publishing) and parenting activity books focusing on building the 3 R’s of parenting: respect, responsibility and resilience. Dr. and Dr. Gilboa have four boys and are happy to call Pittsburgh, PA their home.

Closing Keynote with Tom Holland, CEO, American Camp Association, Inc.
Friday, April 15, 10:30 a.m. - Noon

Tom Holland will present a compelling keynote on the state of the camp industry and his vision for the future of ACA. Additionally, he will share stories based on his life as a camp director, discuss the current state of our industry, the strategic direction of our board and the future of camping with ACA.

Tom Holland became the new chief executive officer of the American Camp Association on June 1, 2015. Tom had previously served as chief foundation and funds development officer for ACA since November 2013. In his capacity as CEO, Tom serves as ACA’s public relations spokesperson. With a background in education, Tom worked as a secondary school social studies teacher in Kirkwood, Missouri before dedicating himself to the camp profession full time in 2005. From 2005-2013, he worked for a private, independent nonprofit camp program in northwest Wyoming, serving for six years as the Executive Director from August 2007 to August 2013. During this time, he served on the American Camp Association’s National Board of Directors. In 2013, he came to ACA in order to revitalize fundraising throughout the association. His time at ACA is marked by growth in this area as well as the launch of the new fundraising campaign, Camp Moves Me. Tom holds a BA in secondary education and a MBA from Washington University in St. Louis. He has also completed coursework in nonprofit management from Stanford University and Harvard University. Tom is an advocate and frequent speaker on youth development, the camp experience, fundraising and the business of camp. He has given keynote addresses at the International Camping Congress and the American Camp Association National Conference.
Bob Ditter, M. Ed., LCSW
Wednesday, April 13 & Thursday, April 14

Bob is back at SLC to share his wisdom and enthusiasm with us! Look for breakout sessions from Bob on Wednesday and Thursday at the conference.

Bob Ditter is a well-regarded child, adolescent, and family therapist from Boston, Massachusetts. He is a nationally recognized trainer and consultant and works with organizations that work with young people. His clients have included Sea World, the Disney Channel, the Salvation Army, Girls Scouts of America, YMCA, American Camp Association, Jewish Community Centers, Camp Fire USA, Children’s Oncology Camps of America, the Crohn’s and Colitis Foundation of America, private and public schools and others. He has appeared on the ABC Evening News with Peter Jennings, Good Morning America and twice on NBC’s The Today Show. He has been quoted in The New York Times, Parent Magazine, the Ladies Home Journal, Money Magazine and USA Today. Sports Illustrated called him “…camping’s most articulate spokesman” because of his work with children’s summer camps since 1982. He has visited over 600 summer camps in the United States and has authored four books for camp professionals and 14 brand new training DVDs. He is best known in camp circles as the author of the popular column, In the Trenches, which has appeared regularly in Camping Magazine since 1987.

Jim Cain, Ph.D.
Thursday, April 14

We are thrilled to share that Jim Cain is joining us again at SLC this year. He will be presenting breakout sessions on Thursday and Friday at the conference — don’t miss these opportunities for high-energy sessions with immediate take-home ideas for your camp program!

Dr. Jim Cain is the author of 14 team and community building texts, including: Teamwork & Teamplay, The Revised and Expanded Book of Raccoon Circles, A Teachable Moment, Teambuilding Puzzles, The Big Book of Low Cost Training Games, The Ropework & Ropeplay Collection of Team Activities, Essential Staff Training Activities and Jim’s latest book, Find Something To Do! He is also the creator of the innovative T&T Character Cards. Jim is the creative force behind his training company, Teamwork & Teamplay, a former executive director of The Association for Challenge Course Technology (ACCT), and the innovator of more than six dozen teambuilding activities and props. Jim holds four advanced degrees, including a PhD and has traveled to 49 states and 38 countries (so far) sharing his knowledge on subjects ranging from teamwork and leadership to creative problem solving and trust building. His train-the-trainer programs are legendary and his conference keynotes/playnotes are active, engaging and tremendously fun. With regard to Jim’s group facilitation skills, Tom Leahy of NCCPS remarked, “Jim, you are a Jedi Master!”
The 2nd annual Camp Moves Me fundraiser proved to be another great success for ACA and the entire camp experience. We ran, walked, hiked, biked, for a total of 7,457 miles during the month of October. Together we raised over $75,000 to send more kids to ACA-Accredited® Camps!

The ACA, Southern California/Hawaii community had another strong showing in 2015, raising over $9000 for ACA’s Send a Child to Camp. We’d like to extend special shout outs to Paul Kupferman, who exceeded his goal by raising $3,688; and Ross Turner, who also exceeded his goal and raised $3,539!

Both Paul and Ross were top five fundraisers during this year’s event!

The ACA, Southern California/Hawaii team would like to extend a special thank you to everyone who participated in Camp Moves Me 2015. The success of the fundraiser would not have been possible without your dedication to the cause! Stay tuned for more information on Camp Moves Me 2016!
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SLC Socials: The 1984 Olympics

FRIENDS — FUN — NETWORKING — ENTERTAINMENT
Our conference is famous for our socials and themed events! Our 2016 theme is the 1984 Olympics! Hosted in Los Angeles, the 1984 Olympics were opened by former President Ronald Regan and brought fame to gymnastics icon, Mary Lou Retton.

TUESDAY
Pool Reception
5:30 p.m. - 7:30 p.m.
Join us Tuesday night for our World Famous Poolside reception. Come hang out and chat with your fellow camp professionals, and relax in the warm Palm Springs air! This year we are welcoming back our MINUTE TO WIN IT Challenges! Lucky contestants will have the chance to participate in various challenges to prove that they can WIN IT! Have a go at it and perhaps you can adopt it into your camp program.
Plus — give a shout out to all of our volunteer accreditation visitors as we recognize them at this time! Light snacks will be served.

Pool reception sponsored by Signature Research and CORCL

WEDNESDAY
Themed Reception & Dinner — 1984 Olympics!
5:45 p.m. - 6:30 p.m. — Reception
6:30 p.m. - 7:15 p.m. — Dinner
7:15 p.m. - 8:00 p.m. — Keynote Session
8:00 p.m. – 10:00 p.m. — Dance Party!
Do you wish you could have been a part of the 1984 Olympic Team? Well now you can! We are hosting a wonderful 1984 Olympic themed evening and dance. Dress as Mary Lou Retton, as she flipped to gold! Sprint to victory as Carl Lewis! Dive into a world of dancing like Greg Louganis! Make sure you are at the pre-dinner photo and social hour where you might run into the men’s volleyball team or the women’s 8 crew team during this night of nostalgia.
Arrive early to have your photos taken during the reception!

THURSDAY
Dinner/Evening Out & Palm Springs Scavenger Hunt
7:00 p.m. - 10:00 p.m.
The Great Palm Springs Street fair is bound to intrigue and get you out and about! But the fun doesn’t stop there! Participate in our Around Palm Springs Scavenger hunt! Clues will be scattered about the city (within walking distance). Grab a buddy or form a team. Bonus points for wearing a costume!
Check in at the hospitality desk to learn more about this fun night on the town!
MEET YOUR ACA TEAM

Michele Branconier, Outreach & Engagement

I have been a youth development professional with a focus on camping for more than 20 years. Working in a variety of roles, from camp director to executive director, has allowed me the opportunity to work with children, youth and adults. I have had the great fortune to develop relationships with a number of organizations, camps and government agencies. In the last few years I have done work at the state level to promote ACA’s positions in supporting youth, while leading a team to develop a comprehensive professional development calendar, growing membership and increased business support.

On the personal side, I am married to a high school environmental science teacher, Dave, who is also a summer camp director. We have three wonderful kids, Michael, Tommy, and Bella. Our family resides in the beautiful desert community of La Quinta, California.

I am excited about working hand in hand with volunteers and the ACA staff team to realize the ACA 20/20 Vision!

Tori Barnes, Membership & Customer Development Specialist

I am thrilled to join the ACA staff team and support our new and future members! I have been working in education, youth development, and camps for 20 years. Before making camping a full time career, I worked with afterschool and summer programs at a school district in San Diego, as well as a collaboration of non-profits as the director of a family literacy program in Oakland. I spent the last 15 years with Girl Scouts of Northern California as a camp director and director of camp operations.

I currently live in the Bay Area with my wife Sheila who also has camp in her blood. You can find us in the redwoods or along the coast in our spare time.

Danielle Pinney, Standards Specialist

My name is Danielle Pinney and I am excited to continue my journey with ACA as a Standards Specialist. I come from a camp background in Girl Scouts (in Los Angeles as a seasonal resident camp staff, waterfront director; and a professional staff position in membership as well as a resident camp ACD and CD) and Camp Fire (in the Sacramento region as Membership staff, Camp Administrator for facilities and program, product sale manager and finance director).

I live in Sacramento, CA with my husband of 20 years, Robert, 16 year old son Nick, and my 4 legged “favorite” son Koa, a 125 lb. Saint Bernard. In my spare time I love to camp with my ‘old’ camp friends, spend time at Lake Tahoe, walk my dog, and my new hobby of training to walk half-marathons.

I started attending ACA events in 1989 as a second year resident camp staff member. My experience as an ACA volunteer started in 1997 when I was trained as an Associate Visitor and joined the ACA Northern CA Board of Directors. In 2008, I was hired as the Northern CA Section Executive. The one aspect of my job that I have always enjoyed is the Standards Program so I am quite excited to expand my work with more volunteers and camps in the west!
Katie Johnson, Professional Development Specialist

My name is Katie Johnson and I have been with ACA since 2008, spending seven years serving ACA, Southeastern. Before that, I spent the majority of my career working for Camp Fire camps up and down the west coast. I fell in love with camp at an early age and have been lucky enough to spend my life working or volunteering at camp. With that, I have come to value the education needed to help camp professionals provide quality youth development programs. I am excited to help bring professional development to your area of the world!

When I am not working, I am spending time with my family which includes my 5 year old son and the craziest miniature Dachshund you have ever met!

Raina Baker, Membership & Customer Development Specialist

Hello ACA! My name is Raina Baker and I am so incredibly excited to join you all as a part of the ACA team. I am one of the new Member & Customer Development Specialists for the Western Region. I have been blessed to be a part of the camp world in many capacities. Roles that I have had at camp include camper, CIT, counselor, specialist, program director, equestrian director and camp director. I have been very lucky to work with agency camps, non-profit, for profit, independent, residential, day camp, and outdoor education programs. As an ACA volunteer, I was super involved in SoCal/Hawaii, though

I have recently relocated back to my beautiful home state of Washington. I am so dedicated to working with, and for, all of you that are out there making it happen every day for the good of the camp experience. I am incredibly passionate about travel, international staff, music, and horses – among other things. I am a certified Master Instructor and Clinician with the Certified Horsemanship Association and hope that I can bring a resource to your front door for the horse world as well as all things ACA. I have two beautiful fur babies; Wyatt my big beast of a horse and Cricket my cantankerous corgi, both of whom I love dearly.
NEW — SLCTALKS!

The American Camp Association’s Spring Leadership Conference is excited to bring you our inaugural edition of SLCTalks. SLCTalks spread wisdom and share new ideas among our camp community, bringing you innovative voices from a broad variety of backgrounds and perspectives.

This year’s SLCTalks theme is REVOLUTIONIZING LEADERSHIP. What does innovative leadership look like in 2016? How do we lead today’s generation in leading the next generation? Learn from our panel of exceptional camp leaders and discover how you can revolutionize leadership at your camp this summer!

Elijah Thornburg
Elijah Thornburg is a high school senior at Castilleja in Palo Alto, CA. He leads his school’s Diversity Club, is editor in chief of an intersectional feminist student journal called “Radical,” coaches middle school girls’ soccer and basketball, and is on the varsity swim team. He intends to study psychology or sociology, and pursue a career in education, psychiatric nursing, or social work. He loves singing, sailing, hiking, reading, and creative writing. Red Pine Camp in northern Wisconsin was his home away from home for eight summers, last year he was a CIT at Camp Brave Trails — a leadership camp for LGBTQ+ youth and allies, and this summer he will be a counselor at Camp Stomping Ground.

Stephen Smigielski
Stephen Smigielski has enjoyed being a part of the camp community since 1996 when he spent his first summer at YMCA Camp Chingachgook in Lake George, New York. Since then, Stephen has traveled the country working at various summer camps and outdoor education centers in order to broaden his horizons within the field. For the past five years he has taken on the role of training and growing summer and outdoor education staff in California and New York and is currently part of the leadership team at Pali Institute and Adventures in southern California.

Kat Shreve
Just minutes after the Shreve Family station wagon arrived at Camp Meadowlea in Bridgeport, WV and Kat jumped out, her career path in camp began. Since then, Kat has worn many hats in the world of camp and experiential education. Kat has worked for Project Adventure as a facilitator and developed environmental education programs at Rock Eagle 4-H Center. Additionally, in her 25+ years in camp, Kat has directed the Athens YWCO Camp for Girls, Girl Scout Camp Meriwether, Camp Kudzu, a camp for children with type 1 diabetes, and most presently, the director of YMCA Camp Colman in the Seattle area.

Sara Kuljis
Sara Kuljis is a second generation camp director and co-owner/executive director with husband Steve of Yosemite Sierra Summer Camp, Emerald Cove Day Camp and Emerald Cove Outdoor Science Institute. She believes that camp is the ideal environment for shaping lives and blends her past work experience in public affairs, youth programming and nutrition into her passion to help children and young adults grow into their best selves. She is a frequent speaker on topics of youth, family and staff development in the camp, school and church communities. Sara loves learning new things, excuses to wear costumes, laughing really hard and raising her three children.
**PRECONFERENCE TRAININGS**

**TUESDAY, APRIL 12**

**Basic Standards Course** - Mojave  
8:30 a.m. - 2:00 p.m.

The ACA Basic Standards Course is specifically designed to help prepare people who are NEW to the accreditation process for their accreditation visits, and to serve as an introduction to the standards program for those interested in becoming accreditation visitors. The camp may or may not be currently accredited. A person completing the ACA Standards Course on behalf of a camp is expected to actively assist the camp in preparation for the accreditation visit, be on site a significant amount of time during the camp season, and participate fully in the on-site accreditation visit. Lunch not provided. There is no cost for this course.

**New Director Orientation** - Pueblo A  
9:00 a.m. – 2:00 p.m.

New Director Orientation (NDO) is a special course for seasonal or new camp directors, assistant directors, program directors, or persons that have been in other administrative positions and are considering directing a camp. The NDO course helps directors and supervisors develop the skills they need to be effective leaders for their camp program. The course covers five critical areas: camp management leadership, risk management, camper behavior, staff training, and staff supervision. Lunch will be provided. Cost to attend $115/ACA-Member; $165.00 Non-Member.

**Camps on Campus** - San Jacinto  
9:00 a.m. – 2:00 p.m.

Join fellow directors and staff from colleges and universities that organize camps on campus. Whether you are running sports camps, general recreation day camps, STEM enrichments camps or outdoor adventure programming, bringing youth on campus has its own challenges and opportunities. Join fellow directors as we learn and discuss:

- Integrating best practices into non-traditional camp setting (ACA Standards)
- How the camp experience fits with larger academic mission
- Expanding partnerships both on off campus to enhance your program

Joining us to discuss child protection on college campuses is Candace Collins from Praesidium. Ms. Collins will lead a session addressing some of the top concerns that keep program directors awake at night, and provide strategies for preventing abuse in your institution’s youth programs, camps, and conferences. This session will also include case studies to help attendees examine their own programs and develop policies and practices. After this session, Ms. Collins will join us to facilitate a roundtable discussion to help individuals with specific issues and solutions.

**Standards Update Course** - Chino B  
12:00 p.m. – 2:00 p.m.

The Standards Update Course is designed for the camp director or staff member who has been actively involved in the preparation of materials and the on-site visit at an ACA-accredited camp in the recent past. A person completing the ACA Standards Course on behalf of a camp is expected to actively assist the camp in preparation for the accreditation visit, be on site a significant amount of time during the camp season, and participate fully in the on-site accreditation visit. Due to revisions to the standards in September 2014, a camp representative must complete a standards course or standards update course, October 2014 or later, before an accreditation visit can occur. Lunch not provided. There is no cost for this course.

**NOTE:** Most preconference events required pre-registration, however; check at the Registration Desk for any available spaces.
**NETWORKING & IDEA-SHARING SESSIONS**
2:30 p.m. – 3:45 p.m.

Start the conference out ahead! Connect with some like-minded people to share ideas, resources and build connections with people that you can continue to network with throughout the week!

**First Time Attendees**
Liz Kimmelman & Kenny Brook  
Tumbleweed Day Camp & CardFlex  
San Jacinto  

**Counselor-In-Training Programs**
Scott Hicok  
Camp Ocean Pines  
Chino A  

**Evening Program**
Michael Baum  
Fox Mountain Adventures  
Chino B  

**Working with International Campers**
Diana Huff  
Fairmont Summer Programs  
Pueblo A  

**Staff Appreciation**
Rasheed Anthony  
Catalina Island Camps  
Mojave  

**Games & Programming**
Patrick Deasy  
Camp Ursa Major  
Santa Rosa  

**OPENING PLAYNOTE**
4:00 p.m. – 5:30 p.m.

**Mentor Circles - What Goes Around Comes Around**
Faith Evans, PlayFully, Inc.  
Catalina Ballroom  

Experience the mutual learning process of mentor circles, and then create them with others. Mentor and be mentored by an expert in the room! Share your wisdom, ask for and receive knowledge in a chosen area for growth, and expand professional connections during the rewarding experience of a Mentor Circle. Be ready for surprises, good learning, and fun.

**WEDNESDAY, APRIL 13**
9:00 a.m. - 10:15 a.m.

**Appearance & Attitude: Cultivating Your Personal Brand**
Steve Morris, YMCA Camp Surf  
Andreas  

Appearance and attitude will go a long way in cultivating your personal brand. How do you wish to be perceived when people think of your name? Topics discussed will include career branding, public speaking, social media presence, email, time management, and storytelling. Learn the top 10 tips on how to show up to work each day as developed by professionals in both the business and camp communities.

**Why “Good Job” Are the 2 Most Dangerous Words at Camp: Changing the Culture of Praise**
Dave Malter, Director of the Touro University Masters in Camp Administration and Leadership  
Chino A  

This ground breaking session will explore the challenges we face with today’s counselors and the cultures of praise they’ve grown up with at school, sports leagues, and at home. Dave will explore some of the research being conducted right now on the effect the culture of “good job” has on the performance of college students, and he will explore creative solutions that camp directors can employ to re-create the culture of praise at their camp to be meaningful.

**Making Staff Evaluations More than a Meeting**
Kevin Austin, Tom Sawyer Camps  
Chino B  

Staff evaluations are generally thought of as a semi-private event, with discussions happening between a supervisor and an employee within a prescribed framework. In this session we explore the power of job description-based evaluations and accompanying activities that turn evaluations into an interactive experience. Attendees will leave with templates, discussion points, and activities that encourage staff to engage with what their job means and the best ways to accomplish the various aspects of their work.
**Keeping Campers Safe: Practical Tips for Preventing Abuse**  
*Candace Collins and Audrey Oliver*  
Pueblo A

Keeping campers safe is a part of everyone’s job at camp. This includes keeping campers safe from sexual abuse. In this breakout session, you will learn how to manage six key abuse concerns. You will learn the scope and significance of organizational abuse, how child molesters operate, why they love to work in camps, and how to keep them out of your camp. You will also learn specific ways staff can protect themselves from false allegations of abuse, how to recognize and respond to red-flag behaviors, how to prevent camper-to-camper abuse, how to monitor and supervise high risk campers and high risk activities and locations at your camp, and how to maintain strong boundaries with older youth and how to respond if a child or youth discloses abuse.

**Managing Camper Behavior: Better Strategies for Better Outcomes**  
*Bob Ditter, Psychologist, Author, and Speaker*  
Mojave

According to the most recent survey conducted by the National Institute of Health (NIH), mental stress and disturbance is at an all-time high and rising among children 10-18 in the United States. Chances are that if you haven’t seen an increase in anxiety, depression and other mental health maladies in both your campers and staff, you will soon! In this three-part series, Bob will present real life examples of camper behavioral challenges that will make you think he was at your camp last summer! Come learn practical new techniques and skills you can take home and use this summer! These are clever yet practical ways of working effectively with camper behavioral challenges. This is a fast-paced session with a focus on great information and critical strategies.

**Please Don’t Stop the Music**  
*Alex Yost, Plantation Camp*  
Sierra

Music is one of those beautiful things that just happens to translate all around the world. Naturally, it works well in the camp setting. This session will explore the different ways that camps are incorporating music into their programs, and introduce a few interactive musical exercises. Perfect pitch, musical talent, or rhythm are not required for this session, just a fun loving attitude!

**Camp N Cook With Kids**  
*Faith Evans, PlayFully, Inc.*  
Ventura

In the fast food age, kids who experience outdoor cooking at camp take home a lifetime skill! Join Faith to learn about cooking six campfire favorites with campers, and jump in to make two unique snacks during the session. Workshop includes a short video demonstration of campers cooking over campfires with Faith, an informative team cooking game, and simple group cook resulting in a mini-tasting. Bring your washed hands, your outdoor cooking questions, and return home with a stack of eight camper-centered recipes, plus a helper chart worth its weight in gold — for you and your campers. Ready...Set...Bon Appetite!

**Ten Theater Games That Teach Teamwork**  
*John Beitner, American Camp Association Inc., Professional Development Specialist*  
San Jacinto

Come learn fun improvisational theater games that are great for getting kids to work together. We will learn by doing! Unfortunately, many schools are cutting back on art programs and once again camps are stepping up to fill the void and provide opportunities for creativity and expression. Additionally, there are many children that gravitate to theater programs that do not gravitate to more traditional outlets for learning and practicing teamwork. Theater games provide the perfect outlet to address both of these needs. Come learn by playing some very fun and funny theater games.

**Create a Staff Training that Builds the Staff You Need**  
*Tori Barnes, American Camp Association, Inc. Membership and Customer Development*  
Santa Rosa

Do you ever feel like there is not enough time to transfer the knowledge and wisdom you want during staff training? From meeting the needs of counselors today to developing the soft and hard skills they need for the job, we have you covered. Get out of lecture mode and create a truly experiential and comprehensive training for your staff. Take away the tools that will help you reexamine, redefine and put a new spin on your staff training.

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*Join us in the Vendor Hall from 10:15 a.m. - 10:45 a.m. for a snack break and time to chat with the vendors!*
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Navigating the Volunteer Jungle
*Michael Jacobus, Author, The Camp Director’s Survival Guide*
Andreas

It’s almost impossible to work at camp and not come in contact with a volunteer. They can be fellow staff, board members, well-meaning donors or day-workers. How you work with, get-along and interact with them can make your summer nice and smooth or nightmarish. The wrong interaction can even cost you your job. Learn how to identify, communicate and effectively respond to a variety of volunteer situations.

Making a Career in Camp
*Michael Baum, Fox Mountain Adventures*
Chino A

Are you looking to take a summer job and turn it into a life-long career? Ready to take on more responsibility and excel in your organization? Join us for an insightful look at how to get and excel at administrative jobs in the camp industry. Learn how to create a mentorship network, discover what directors look for when hiring an administrative team, and gain essential insights as to how to survive and thrive in a career role at camp!

Embracing Evaluation: How to Demonstrate the Impact of Your Summer Camp
*Traci Gillig & Jessica Weissbuch, Brave Trails*
Chino B

This workshop will explain how research can help you evaluate the impact of your program, identify areas for improvement, and highlight your program’s successes. We will discuss steps for adding an evaluation component to your program and will discuss how the LGBTQ+ leadership summer camp Brave Trails has incorporated an evaluation into their program. Specific topics will include defining your program’s research questions, partnering with evaluators, determining appropriate data collection methods, and using results.

Parents as Teammates, not Adversaries
*Sara Kuljis, Yosemite Sierra Summer Camp*
Mojave

It takes a team effort and terrific collaboration to create an excellent camp experience for a child. This effort involves more than just camp staff! Camper parents have an influence as well. We sometimes see the parents as hurdles or roadblocks in their children’s camp experience. However, when we work to develop parents into key members of our team, campers have greater opportunity for growth and enjoyment.

Participants will glean from this session a deeper understanding of the Parenting Mindset, along with strategies to better partner with parents before, during, and after camp in order to create a more enriching experience for their children.

The Proper Care and Feeding of Unicorns
*John Beitner, American Camp Association, Inc., Professional Development Specialist*
Ventura

Some staff members add a magical quality to your summer program. Some staff members think that they are so unique and special that their selfish and entitled behavior tries your patience. Learn specific techniques for choosing and nurturing staff members to bring out their best qualities and positive contributions to your camp community. This fun and informative session will help you harness the true unicorns that add a special sparkle for their colleagues and your campers.
Explore Space Science Camp Activities (Part 1)
Christine Shupla, Lunar and Planetary Institute, USRA
Santa Rosa

NASA has developed a variety of hands-on activities for space science appropriate for camps! Whether you’re looking for simple fun engagement, or inquiry activities to build critical thinking skills, come play with us. Weigh yourself on different planets and discuss which characteristics determine a planet’s gravity. Play with balloon “planets” and infer their composition. Design a “UV Kid” and test how different materials protect your creation from the Sun’s radiation. Learn about the different resources online where you can find more activities, and participate in future webinars for more information and ideas!

Join the Newest Leadership Craze: Networking with the Gallup StrengthsFinder
Liz Kimmelman, Tumbleweed Day Camp Pool Patio

Whether you are a StrengthsFinder groupie like myself, or have never heard of the tool before, I invite you to join us in what is sure to be a thoughtful networking session. We will be sharing ways in which camps can use the StrengthsFinder tool before, during, and after the camp season. Additionally, we will be discussing how our own top five strengths have shaped our work as leaders at camp. Join us to discover and delve deeper into a tool that can totally change your outlook on leadership at camp.

A note to attendees: If you have not done so already, it is recommended to take the StrengthsFinder assessment and come prepared to discuss your top five strengths with the group. The assessment costs $15 and can be found here: www.gallupstrengthscenter.com/.

Make the Most of your ACA Membership
John Beitner & Tori Barnes, American Camp Association, Inc. Andreas

Come learn from ACA staff members about the benefits you can access with your ACA membership. ACA offers vast resources to help you improve your program, enhance your career and provide the safest and most impactful summers for your campers and staff. We can help you navigate the rich array of low-cost and no-cost products and services that ACA provides.

How Do You Influence Your #Tribe?
Wendel Roth-Strong, Catalina Island Camps Chino A

Hear the tales of Catalina Island Camps navigating the ever changing Social Media seas! Whether it be engaging your audience or managing your camp’s presence, our journey has been awash with lessons learned, wisdom gained, and secrets discovered. But be forewarned, this tale does not just end with our treasure chest of experience being up for grab . . . for this wouldn’t be a true “social” media session without you sharing your camp’s tales as well!

Horse Camp Conversations: In The Round Pen
Raina Baker, American Camp Association, Inc., Membership Specialist Chino B

Do you have a horse program? What do you need? Are you a Camp Director with questions? Are you an Equestrian Director with Solutions? Do you need ideas on how to find horse staff? Or what is the best application process for a horse person 2000 miles away from you? Come together for a “Round Pen” session of discussion, brainstorming, and networking about all things horse programs have to offer and the challenges that they create.
1:45 p.m. - 3:00 p.m., continued

Staying in Camp & Out of the Courtroom
- Real Camp Lessons In Safety & Risk Management
Ian Garner, Markel Insurance
Pueblo A

Was the camp and/or staff negligent? Was the case settled or did the camp go to trial. You get to be the camps attorney as we examine real camp claims. You’ll learn what went wrong, how it might have been prevented, what the outcome was and what risk management lessons can be learned from other’s experiences.

Participants will be provided with information and actual training activities to utilize in their camp staff training. This highly interactive session will provide suggestions and activities for increasing camper and staff safety. Participants will take away interactive activities for staff training to help their staff internalize and become more safety aware.

Managing Camper Behavior: Working More Effectively with ADHD Campers
Bob Ditter, Psychologist, Author & Speaker
Mojave

According to the NIH the number of children in the US with ADHD will reach 12.5% by summer 2016. Come find out what techniques and strategies have been helping camp professionals across the country manage the disorganization, impulsivity and inattention associated with ADHD. This is a fast-paced session with a focus on great information and great skills.

Camp FUN-losophy: Hiring, Managing and Retaining the Ultimate Camp Staff
Garrett Crosby, Sierra Canyon School and Day Camp
Ventura

At the core of every camp is its staff. They are the heartbeat and face of your organization, determining what type of experience your campers and parents will have every day! Whether you are hiring directors, counselors, specialists, lifeguards or CIT’s, effective strategies are vital to creating and maintaining the best camp culture. Sierra Canyon Day Camp’s Executive Director Garrett Crosby will lead a dynamic and engaging discussion featuring some of today’s best practices in staff recruitment, hiring, training, management, and retention. Great for camp directors new and old!

Explore Space Science Camp Activities (Part 2)
Christine Shupla, Lunar and Planetary Institute, USRA
Santa Rosa

NASA has developed a variety of hands-on activities for space science appropriate for camps! Whether you’re looking for simple fun engagement, or inquiry activities to build critical thinking skills, come play with us. Weigh yourself on different planets and discuss which characteristics determine a planet’s gravity. Play with balloon “planets” and infer their composition. Design a “UV Kid” and test how different materials protect your creation from the Sun’s radiation. Learn about the different resources online where you can find more activities, and participate in future webinars for more information and ideas!
WEDNESDAY, APRIL 13
3:30 p.m. - 4:45 p.m.

Staffametrics: Evaluation for Success
Eric Nicastro, Camp Bob Waldorf on the Max Straus Campus
Andreas

Staffametrics is an in-depth method of evaluating staff based on a camp’s prioritized skilled sets to dictate staff training, job placement, and co-pairings. This method will show how intentional observations and evaluation will field a successful staff dynamic. This workshop will take participants through the process of staffametrics and show them how this in-depth evaluation can help improve the performance of their staff.

PAWSS: A Peer Training Program to Support Social Engagement of People with ASD in Camp
Kathleen Mo Taylor and Lauriann King, Camp Rising Sun, University of New Mexico
Chino A

This presentation will begin with identifying the benefits of Peer Mediated Instruction and Intervention (P.M.II) and how it can support individuals with ASD and their peers in inclusion settings. Barriers will be identified, problems solved, and myths will be discarded. Participants will learn, discuss, and practice the PAWSS program. The PAWSS program, a peer intervention program to socially support individuals with ASD and their peers, also heightens awareness about autism. This program can be taught to children and adults without autism (peers of all ages) to increase the positive outcomes of persons with ASD who are included in camp and other recreation settings. Participants will be provided information and examples of supplies (small kits) and booklets that support the curriculum so that the PAWSS program can be used immediately in their camp or recreation setting.

Think Like a Parent
Michael Jacobus, Author, The Camp Director’s Survival Guide
Chino B

Who is your customer? Many say it’s the camper who has a wonderful time at camp and wants to come back. The happy camper is actually the result of a successful sale to the real customer. . .the camp parent. Who signs-up the camper, who compares camps and makes the final decision, and most importantly, who writes the check to send their child to camp? This session will focus on how you deliver your message to your customer and how to attract new customers; aka parents. Communication strategies and often overlooked loopholes will also be discussed.

Staff Appreciation That Works: Improve your staff morale and performance using the science of motivation and best practices from other camps
Dave Brown & Stuart Jones, Mountain Camp & Outpost Summer Camps
Mojave

As both leaders and managers at camp, we strive to motivate our staff to be the best they can be. Current understanding of motivation can be both fascinating and counterintuitive. This workshop will offer new ideas grounded in the science of motivation, discussed in the context of what we are currently doing at our camps to appreciate and motivate our staff. Come prepared to reflect on your current strategies and techniques, to share ideas, and plan improvements for this summer. You will leave with actionable goals!
3:30 p.m. - 4:45 p.m., continued

**New Supervisor’s Roundtable**  
*Joseph Mondragon, Loch Leven Sierra*

This session is an opportunity for new and newish supervisors to meet with their peers to share successes, challenges, and questions. 2015 attendees are encouraged to participate and talk about their experiences over the last year.

**Camp Director’s Guide to Lockdown and Active Shooter Procedures for Camps**  
*Daniel Hammond, Pali Adventures Ventura*

This interactive session will provide participants with practical lockdown procedures that can be adapted to fit any program. Simple courses of action that may save lives will be discussed and participants will have the opportunity to put these actions into practice during a mock lockdown drill.

**Millennial Minds — Insight from the Inside**  
*Gabby Coburn, Girl Scouts San Diego Santa Rosa*

Millenials will soon become the nation’s largest living generation and probably make up most of your staff. They’re best known for their laziness, self-absorption, and obsession with technology. But, is that really the whole picture? Come to this session for a new way of looking at generations and walk away with inter-generational tools for your camp.

**Intentional Networking — LGBTQ Camper and Staff: Questions, Answers and Solutions**  
*Jessica Weissbuch & Kayla Ryan, Brave Trails Lobby Bar*

Bring your questions, answers and scenarios to this interactive, judgement free, Q & A session about lesbian, gay, bisexual, transgender, and queer (LGBTQ) campers and staff. Together we will brainstorm solutions to your specific needs.

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**THURSDAY, APRIL 14**  
11:00 am - 12:15 p.m.

**What and How: In-House Challenge Course Inspections**  
*Kennerly de Forest, Challenge Works Inc. Andreas*

Pre-use and periodic inspections are a requirement in American Camp Association standards and a critical link of your risk management plan. This session will look at specific areas to look at (both on course and equipment) and methods of documentation. Both hands on techniques and photos of course components will be used.

**Connecting Campers to Place through Culture**  
*Sarah Stephens, Canoe Island French Camp Chino A*

What values does your camp promote? How are they reflected in your programming? This session is two-part; an opportunity to share how Canoe Island French Camp, a language learning camp, is structured to teach values essential to our camp mission, cultural and environmental awareness, and a discussion on how we as camp leaders can further our organizational values and missions through our programming.

**You Want Me to Present...in Front of Staff?**  
*Rasheed Anthony, Catalina Island Camps Chino B*

Having nightmares about presenting to others while nude? Do you start to wet yourself at the thought of public speaking? Then come join us for Public Speaking 101! In this session, we will simply practice presenting and speaking in front of our peers. Come prepared with a three-minute and five-minute speech on a topic that is relevant to your staff training. This session is to help you become more comfortable in training and getting use to standing in front of others.

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**KEYNOTE REMINDERS!**

Join us on Wednesday evening for our version of the 1984 Olympics and words of wisdom from Dr. G! Evening festivities begin at 5:45 p.m.

Thursday Morning —— SLCtalks! Be there! Starts at 9:00 a.m.!
11:00 a.m. - 12:15 p.m., continued

How to Make Camp a Hands-on Classroom
Andy Kasanicky, Kamp Kits
Pueblo A

Get an introduction to STEM and learn how you can transform your camp into an extraordinary classroom. See how you can use our unique project kits to create exciting teaching opportunities for your staff and give campers hands-on projects that introduce them to advanced concepts while giving them a chance to build something they can take home and talk about. Learn about our partner program and how you can earn $$$ for your idea. Every attendee will get to create one of our projects to keep!

Camp Leadership for the Next Century
Bob Ditter, Psychologist, Author & Speaker
Mojave

Strong, charismatic leaders have often been characterized by their actions, their expertise, and by their ability to take command of any given situation. In the new world of the Internet, where camper moms find their answers to your camp challenges online, is this heroic leadership style still the most effective way to operate a camp? We tell our staff that we want them to be a team, but what leadership style is best for leading those teams? Come for a lively discussion and powerful information from someone who has been working with camp leaders for over 35 years.

On Time, On Point, On Budget:
ACA’s New Online YOB 2.0
Deb Bialeschki, American Camp Association, Inc.
Catalina

Want to measure your outcomes but worry that you don’t have the time or skills? Attend this session to learn about the new online version of the ACA Youth Outcomes Battery! See how to build your survey online, administer with iPads/tablets (automatic data entry!), and access stat reports that are automatically generated. We’ll even discuss how to effectively use your results.

Bullying Happens- What Matters is What We Do Next
Dr. Debi Gilboa, Parenting & Youth Development Expert; Founder of AskDoctorG.com
Ventura

Bullying is a normal developmental experience. It is NOT, however, acceptable. The key is how we handle it as counselors, leaders and directors. How can we be sure to protect the camper being bullied and educate the child doing the bullying? How can we talk about social interactions in a way that teach kids what IS acceptable and teach them how to advocate for themselves at camp and after the summer? In this presentation, Dr. G will provide camp directors and leadership staff with the knowledge to prevent and identify bullying and how to intervene if you spot the behaviors. She will also delve into the inner workings of the young brain and how to use those changes to help create a culture of respect. Leaders will leave with the tools they need to prevent many instances of bullying and handle what does occur.

Games That Change the World
Jim Cain, Teamwork & Teamplay
Santa Rosa

Based on the content of Jim’s latest book, the Teamwork & Teamplay International Edition (with 16 language translations in the same book – including Chinese, Japanese, Russian, Turkish, Greek, German, Spanish, Portuguese, French, Italian, Dutch, Danish, Hebrew, Mongolian, Thai and English). This workshop features Jim’s favorite, newest and best team and community building activities from around the world.
Make sure you’re part of the conversation that’s happening online about the Spring Leadership Conference!

Join us on Facebook at www.facebook.com/groups/socalhawaii
10 Ways to Improve Outcomes with Children who Struggle
Jodie Knott, Ph.D. and Kyle Smith, M.S., Quest Therapeutic Camps of Southern California
Andreas

There are many steps that camps can take to improve outcomes for children with social, emotional, and/or behavioral difficulties and to decrease the staff’s time spent managing issues with campers, both prior to the camp season and during camp. This workshop will provide information regarding characteristics of children that typically struggle and will lay out specific strategies for camps to utilize at staff training, teach interventions that can be implemented during camp, and discuss how to gather key information from parents, and collaborate with them.

Building a Brain-Aware Camp Culture
Anne-Marie Cziko, Ph.D., AdaptED Consultants
Chino A

When camp counselors and staff have a basic understanding of the brain’s potential for change, they are able to inspire engagement and foster appropriate learning mindsets in campers. This session will present simply the functions of the brain using hands-on interactive activities that can be taught directly to children of all ages. To help camping staff build cultures of commitment and personal growth, we will help camper staff build skills that provide actionable advice for counselor-camper feedback and relationship building, and that align with neuroscience. This understanding of the brain, brain-based feedback tools and supportive language will allow your camping staff to ensure that campers benefit from life-changing experiences that will continue even after camp ends.

Supporting LGBTQ Campers & Staff
Jessica Weissbuch & Kayla Ryan, Brave Trails
Chino B

This workshop is designed to give camp directors and staff tangible tools they can take back to their camps to make them safer and more welcoming for Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) youth. We will discuss language, best practices and have a Q & A.

Prove Your Impact with the Best Staff Ever!
Deb Bialeschki, American Camp Association, Inc.
Pueblo A

All of us want to prove the impact of our programs yet we often struggle to find the evidence we need to effectively tell our stories. Looking for ideas on how your staff can help you to meet these goals? In this session two specific ACA tools, the ACA Youth Outcomes Battery and Camp Program Quality Assessment, will be shared that generate data about your achievement of selected outcomes and staff best practices linked to program quality and intentional outcomes. Leave the session with several tools and ideas on how to use them to create the best staff ever as well as gather your camp’s data to tell your story!

Counselors Counsel - Young Adults Mentoring Kids with Intention, Connection and Boundaries
Dr. Debi Gilboa, Parenting & Youth Development Expert; Founder of AskDoctorG.com
Mojave

For many kids, the best part of camp is the counselor! How can we train these young adults to be a force for good in their campers’ lives while still keeping appropriate boundaries in place? Dr. G, a family doctor, international speaker and author, will help directors and leadership staff create a list of teaching points and activities to guide counselors to strong, positive and fitting relationships with their campers.

Find Something To Do!
Jim Cain, Teamwork & Teamplay
Catalina Ballroom

For those moments when you have plenty of people, plenty of space and plenty of time, but no equipment. Jim will show you how to take absolutely nothing and create something wonderful with it.
1:45 p.m. - 3:00 p.m., continued

**Masterful Teambuilding — For Adults!**
*Michael Baum, Fox Mountain Adventures Sierra*

Looking to kick off staff training with a team-building program that will have your group excited, engaged, and challenged all at the same time? Learn some amazing new activities and discover the secrets to masterfully debriefing your activities in this high energy and highly interactive session. This session focuses primarily on how to conduct facilitation for an adult audience, but can easily be adapted for youth programming.

**Pillars of Onboarding Assistant Directors (and Directors!)**
*Stuart Jones, Outpost Summer Camps Ventura*

Onboarding refers to how incoming team members acquire both the knowledge and skills to be socialized into the organization. Camps are typically very successful at onboarding their counselors — in fact, we may be better at pre-season staff training than most other industries. However, camps also recognize a need with regards to onboarding middle managers and directors. This session offers a framework for director onboarding along with effective tools and techniques instantly ready for deployment at your camp.

**A More Beautiful Question: The Power of Inquiry to Inspire and Improve the Camp Experience**
*Savannah Scofield, Sierra Canyon Day Camp Andreas*

One of the most powerful forces for igniting positive change at camp is a simple tool that has been available to us since childhood, but is often forgotten. So why are we often reluctant to ask “Why?” In this exciting and interactive session, we will explore the process of questioning and its power to help us identify and solve problems, inspire ground-breaking ideas, and improve our camps in the process. Join us as we discover all of the ways that questioning — deeply, imaginatively, and “beautifully” can take our camps to the next level! You won’t want to miss this session!

**Don’t Panic**
*Michael Jacobus, Author, The Camp Director’s Survival Guide Chino A*

Expect the unexpected! What to do when something happens that wasn’t covered in staff training? How to cope and handle emergencies, uncomfortable situations, personal information shared by a camper or fellow employee, knowledge of illegal activity and more. This session is provided to reassure camp staff that almost anything they encounter has been dealt with effectively by others. Tips and methods on how to cope are shared.

**New Ideas on Volunteers**
*Wally Wirick and Kenn Heller, UCLA UniCamp Chino B*

Thinking about recruiting some volunteers? Think volunteers might be the answer to controlling staff costs? Want some prospective from a camp utilizing nearly 500 volunteers? There’s more to it then you might think. Volunteers aren’t just unpaid staff. Let us help you think about reducing the amount you pay continuing participants as they age through the wonderful opportunities at your camp.

**Why Is That Camper So Quirky?!**
*Dagmar J. Foy, YMCA of Orange County Pueblo A*

ADD, ADHD, Asperger’s, sensory-integration dysfunction, dyspraxia, processing delays...what do these labels even mean and should you even care? In the 70’s and early 80’s many of these labels didn’t exist, but today we know so much more about how the brain functions, what causes some unusual behavior, and how a child can really benefit from a supportive community. This support includes not only family and teachers, but camp counselors, directors, and camp staff as well. My goal is give you understanding, compassion, and patience for these so-called “quirky” kids, as well as some tools to help you help them. Learn hands-on tricks and “hip-pocket” skills to use on a daily basis to make your camp successful for both them and you!
3:15 p.m. - 4:30 p.m., continued

**In the Trenches Live!**
*Bob Ditter, Psychologist, Author & Speaker*
*Mojave*

What about that challenging parent call from last summer that keeps nagging at you? Or the quirky camper who troubled no one but never truly participated in activities? Or the counselor who on paper and in the interview was fantastic, but never seemed to blossom at camp? Or the family that has contacted you about their camper who last year was Jon and wants to come back as Joanna? We’ve created this open dialogue with Bob Ditter just for you!

**Captivating Camp Communities**
*Tom Holland, American Camp Association, Inc.*
*Catalina Ballroom*

The strength of your camp community is imperative to your program’s success. In this session, learn how to expand and reinvigorate your camp community. The camp experience shouldn’t just begin when a camper enters your program and end when they age out; it should be one that creates a sense of community in all moments of life. In this session, Tom will share with you practical techniques to enhance and grow the sense of community in your camp, immediately!

**Starting With Almost Nothing**
*(Opening Activities That Require Very Few, If Any, Props)*
*Jim Cain, Teamwork & Teamplay*
*Santa Rosa*

Learn how you can do more with less anytime, anywhere. Painless icebreakers and other opening activities.

**Storytelling Isn’t Just for the Campfire! — Take it to Instagram**
*Tori Barnes, American Camp Association, Inc.*
*Membership and Customer Development*
*Sierra*

Harness the power of one of the most widely used social media platforms through visual storytelling! Learn more about this digital communication tool that can help your camp or program express thoughts, ideas, and the impact your program has on your participants. From statistics on the best type of posts to creating an all summer engagement plan, you’ll take away tips and tricks that will help you share...
9:00 a.m. - 10:15 a.m., continued

Attracting and Engaging Elusive Tweens, the 10-13 Year Old Set
Denise Montgomery, CultureThrive
Chino A

Find out what researchers in a national study commissioned by The Wallace Foundation in partnership with Boys and Girls Clubs of America and Y-USA learned by talking directly with tweens and teens nationwide about what influences their decisions about how and where they spend their free time. Denise Montgomery, lead researcher and author of the project’s research report, Something to Say: Success Principles for Afterschool Arts Programs from Urban Youth and Other Experts, will share the findings.

Denise will discuss implications for practitioners, so session attendees will be able to put the insights into action for attracting and engaging tweens to their camps and programs.

Social Media Domination
Kayla Ryan and Coby Pfaff, Brave Trails
Chino B

Are you struggling to keep up with all the social media platforms springing up online? Do you have trouble knowing what to post? If your social media marketing is an afterthought, rather than a major part of your camp culture and marketing program, you are missing the boat! This session will cover everything you need to know about what platforms you must be on, what to post, and how to uncover the secrets of social media domination!

Does Diabetes Mean No S’mores?
And Other Medical Issues
Kat Shreve & Teresa Tucker, YMCA Camp Colman; Clemson University
Pueblo A

Have you ever thumbed through a medical form or answered a call that had more Latin words and words with multiple vowels than you ever thought possible? How do you navigate supporting the medical needs of campers in camp when you don’t consider yourself a “special medical needs camp?” Because of camp, youth with an entire spectrum of abilities can be a part of our community. These non-doctors (they don’t even play one on TV!) will help you broaden your field of vision on this topic.

So You Want to Start a Camp
Andy Kimmelman and Panel, Tumbleweed Day Camp
Mojave

Out of 73 million kids in America, only 11 million go to summer camp (according to ACA). That means the world needs more camp! If you’ve ever thought about being a camp entrepreneur, come learn from our panel about the startup process. We’ll talk market research, business planning, funding, and all the “behind the scenes” fun you’ll need to know to start your own summer camp. Nonprofit or for-profit? Buy or lease? What is all this insurance for? Get your questions answered, and meet other people who have the same drive to expand the camp community.

Scavenger Hunts 101
Kassandra Wilsey, Cali Camp
Sierra

Looking for fun, new programming? Want to do a camp-wide scavenger hunt? Come learn about different scavenger hunt techniques and discuss how you can implement them into your program for an amazing experience your campers and staff will be talking about for years to come.

Developing a Growth Mindset for Your Campers and Staff
Tori Barnes, American Camp Association, Inc. Membership and Customer Development Ventura

Have you heard the latest buzz about growth mindset, but don’t know what it is...yet? Come learn how creating a culture of growth mindset praise with your staff can grow your camper’s brains! With activities used in everyday camp settings, you can have campers and staff developing skills and strategies to have a growth mindset.
SPONSORS & VENDORS

Vendor Showcase:
Wednesday, April 13, 8:30 a.m.-5:00 p.m.

Throughout the day on Wednesday, our sponsors and vendors will be available in the Ballroom Foyer to meet you, highlight their products and services, and answer your questions. Please spend time with our vendors on Wednesday to thank them for their support as well as find out what great products and services they can offer to make your job easier and your camp better! We would like to think our vendors and exhibitors for helping to make the Spring Leadership Conference a can’t-miss event!

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