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- Find one – bring it to the Markel table or Ian Garner.
- Receive Dr. Jim Cain’s book, *Find Something to Do*.

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Limit one prize per person

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**Welcome to SLC 2017!**
Welcome to SLC 2017!

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. The amazing John Beitner will be starting our conference with a fun and interactive opening keynote on Tuesday that will kick off this wonderful week of learning. Following the keynote, join us poolside for a welcome reception complete with snacks, a cash bar, music, and games. After a great day of educational sessions, things are going to get WILD on Wednesday night with our “Safari Chic” themed evening. We are pleased to host our second edition of SLCTalks with an array of experts sharing innovative and practical ideas that you can take to your camp. On Thursday, we’re excited to welcome Lance Ozier to the SLC speaker family as he shares his expertise on creating that bridge between school and camp. Finally, stick around for Friday’s closing keynote with Dr. Aisha Lowe as she rounds out a fantastic week of learning with an inspirational message on the power of camp and how to use that power to achieve a memorable and impactful summer for you and your campers.

Beyond the great keynote sessions, we’ve put together an exciting array of educational sessions covering a wide range of topics. Learn from experts and fellow camp professionals, participate in new programming activities, and share your OWN expertise in our idea-sharing and collaborative sessions! From new staff training ideas to camper management to camp research you can actually use, 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 and catching up.

Diana Huff
Conference Co-Chair

Rasheed Anthony
Conference Co-Chair
CONFERENCE CENTER - RENAISSANCE PALM SPRINGS HOTEL

Save the Date for 2018!

Spring Leadership Conference 2018
April 17–20, 2018
Renaissance Palm Springs Hotel
Palm Springs, CA
**Tuesday, April 11**

8:30 a.m. – 2:00 p.m. Preconference Training & Meetings
2:30 p.m. – 3:45 p.m. Networking & Idea Sharing Sessions
4:00 p.m. – 5:30 p.m. Opening Keynote (John Beitner) — A Pirate’s Guide to Optimism
5:30 p.m. – 7:30 p.m. Pool Reception
7:30 p.m. Dinner/Time on Your Own

---

**Wednesday, April 12**

8:45 a.m. – 5:00 p.m. Vendor Showcase in Ballroom Foyer
9:00 a.m. – 10:15 a.m. Educational Session #1
10:15 a.m. – 10:45 a.m. Coffee Break in Foyer with Vendors
10:45 a.m. – 12:00 p.m. Educational Session #2
12:00 p.m. – 1:45 p.m. Lunch on your own
1:45 p.m. – 3:00 p.m. Educational Session #3
3:00 p.m. – 3:30 p.m. Snack Break in Foyer with Vendors
3:30 p.m. – 4:45 p.m. Educational Session #4
5:45 p.m. – 8:00 p.m. Themed Reception & Dinner – Safari Chic
5:45 p.m. – 6:30 p.m. – Cocktail Reception
6:30 p.m. – 7:15 p.m. – Dinner
7:15 p.m. – 8:00 p.m. – SLCTalks – Topic: Innovation
8:00 p.m. – 10:00 p.m. Dance Party & Pub Trivia

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**Thursday, April 13**

9:00 a.m. – 10:30 a.m. Keynote (Lance Ozier)
10:45 a.m. – 12:00 a.m. Educational Session #5
12:00 p.m. – 1:45 p.m. Lunch on your own
1:45 p.m. – 3:00 p.m. Educational Session #6
3:15 p.m. – 4:30 p.m. Educational Session #7
5:00 p.m. – 8:00 p.m. Meet with your camp/Dinner on your own
7:00 p.m. – 11:00 p.m. Night on the Town

---

**Friday, April 14**

9:00 a.m. – 10:15 a.m. Educational Session #8
10:30 a.m. – 12:00 p.m. Closing Keynote (Aisha Lowe)
**GENERAL INFORMATION**

**Registration & 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 11: 8:00 a.m. – 5:00 p.m.
- Wednesday, April 12: 8:00 a.m. – 5:00 p.m.
- Thursday, April 13: 8:00 a.m. – 5:00 p.m.

**Volunteers**
Volunteers are the backbone of our conference, which means we need YOU! Come to a quick volunteer orientation on Tuesday, April 11, immediately following the Opening Keynote (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. When 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, 5:00 p.m. – 8:00 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, 8:45 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/acasocal/, follow us on Instagram @aca_slc, 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 Keynote with John Beitner

A Pirate’s Guide to Optimism

Tuesday, April 11, 4:00 p.m. – 5:30 p.m.

This engaging, interactive, and fun presentation will kick off the conference with long-time ACA volunteer and now ACA Staff Member, John Beitner. Drawing on over thirty years in camping, John will share his insights about where we are and where we are headed. Working with young people is always an adventure and having the perspective of optimistic pirates can help us sail these sometimes treacherous waters.

John Beitner is the Professional Development Specialist for ACA’s Eastern region. He spent his first summer at camp in Bruin Woods as the arts and crafts teacher. The following summer, his sophomore year at UCLA, he made the move to Tumbleweed Day Camp, where he worked for the next thirty years. John started as the drama specialist at Tumbleweed and rose through the ranks to be the executive director. While at Tumbleweed John volunteered with ACA as a visitor, standards chair and instructor, education chair and was the co-chair of the Spring Leadership Conference. He has presented at ACA conferences at both the regional and national level and is delighted to return to Palm Springs and be a part of the inspiration, energy, and enthusiasm that are hallmarks of the Spring Leadership Conference.

Thursday Keynote with Lance Ozier, EdD

Lessons on Learning: The Education Spectrum from Camps to Classroom

Thursday, April 13, 9:00 a.m. – 10:30 a.m.

Learning is fun — and camps make great classrooms! In this lively and engaging keynote workshop, Dr. Lance Ozier will share insights and experiences from his fifteen years at Morry’s Camp, a national leader in nonprofit youth development for under-served kids in the New York City metro area. By experiencing how the brain learns, Lance will demonstrate why camps are ideal locations for young people to learn the necessary skills leading to high academic achievement, especially since these are often the skills lacking in most schools’ standards and curriculum. Come prepared to participate and play as you learn ready-to-use activities for engaging all the brains at camp! Lance has also been a classroom teacher of elementary, middle and high school students, and for nearly the past decade has taught teachers at The City College of New York in Harlem, where he emphasizes the value of being a camp counselor as an important ingredient to becoming a high quality teacher.

Lance Ozier, EdD, spent fifteen summers in the Catskill Mountains of New York as a counselor and education coordinator at Morry’s Camp. From 2010 to 2016, he volunteered on ACA’s Committee for the Advancement of Research and Evaluation (CARE), and was recognized with a Hedley S. Dimock Award from ACA in 2015. Lance is also a founding instructor in the Bank Street College of Education’s Summer Camp and Afterschool Leadership online certificate program. He is considered an expert on the ways in which schools and summer camps shape the learning lives of students by increasing non-cognitive factors and 21st-century learning skills.

When not working with camps, Dr. Ozier is the Senior Literacy Specialist at the Institute for Student Achievement, a division of the Educational Testing Service. His work at ISA includes supporting schools with the implementation of curricula that develops students’ academic and non-cognitive skills. Lance’s work has been widely published and referenced in several national publications, including Camping Magazine, The Journal of Democracy and Education, English Journal, and the Journal of Experiential Education.
FEATURED SPEAKERS

Closing Keynote with Aisha Lowe, PhD

Informed Approaches for Effectively Serving Youth

Friday, April 14, 10:30 a.m. – 12:00 p.m.

The work of serving youth is exhilarating, fulfilling, and challenging. Today’s youth come with a vast diversity of backgrounds, personalities, learning styles and needs, and identities. They also too often bring with them experiences of trauma and other histories that leave them “at risk” for failure. Despite these odds, we know that the presence of caring adults can transform a young person’s life. Camps serve as a nesting ground for healing and transformation. The work of people-building you do is invaluable. In this interactive discussion, we’ll uncover strategies for meeting the diverse needs of your campers and creating environments of safety and restoration for all youth.

Dr. Aisha Lowe is a passionate educator who has dedicated her life to improving education for youth and communities. Dr. Lowe serves as associate professor of education at William Jessup University in Rocklin, CA, as well as the associate dean of the Office of Academic Research. A native of San Francisco, Aisha made the Sacramento region her home in 2011 when she became the executive director of STAND UP, a Sacramento education nonprofit. Prior to joining STAND UP, Aisha was the director of research and evaluation for the California Charter Schools Association where she authored landmark charter school accountability approaches and a seminal report about the performance of African American students in California. She is a former K-12 teacher and previously served as a director of the East Palo Alto Stanford Academy, the East Palo Alto Tennis and Tutoring Program, the Educational Program for Gifted Youth in Korea, and Partners for Academic Excellence at Stanford. She served as the co-chair of the Board of Directors of Fellowship Academy and on the Board of Trustees and as president of the Alumni Association at The Urban School of San Francisco, both her alma maters. Aisha is also a proud member of Alpha Kappa Alpha Sorority, Inc. and The Links, Inc. Dr. Lowe received her bachelor’s degree in psychology and her master’s in sociology from Stanford University where she also received her PhD in Education.

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www.ACAamps.org/about/leadership/volunteers/
standards-visitor-volunteers

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BREAKOUT SPEAKERS

Bob Ditter, MEd, LCSW
Wednesday, April 12 & Thursday, April 13

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 fourteen 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.

Chris Thurber, PhD
Wednesday, April 12

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

Dr. Christopher Thurber is a board-certified clinical psychologist, educator, author, and father. A dedicated teacher from a young age, Chris has more than thirty years of experience working with camps and independent schools. Chris is also an award-winning contributor to Camping Magazine and Camp Business and has shared his youth development expertise on national radio, television, print media, podcasts and webinars. In 2007, Chris co-founded ExpertOnlineTraining.com, which quickly became the internet’s most popular and respected educational resource for youth development professionals. Chris also co-authored the critically acclaimed Summer Camp Handbook and designed the ACA’s homesickness prevention program, a DVD/CD set for new camper families entitled “The Secret Ingredients of Summer Camp Success.” Chris and his wife Simonida live in Exeter, New Hampshire with their sons Danilo and Sava.

Laurie Browne, PhD
Wednesday, April 12 & Thursday, April 13

We are very excited to welcome Laurie Browne, ACA Research Director, to SLC this year. She will be presenting at our SLCTalks Wednesday night and breakout sessions on Thursday.

Laurie Browne, PhD, is the director of research for the American Camp Association, where her goals are to improve and expand access to camp experiences through evaluation and camp research. Prior to joining ACA, Laurie was a faculty member at California State University, Chico in the Department of Recreation, Hospitality, and Parks Management. She earned her doctorate at the University of Utah, where she studied youth development and research methods. Laurie and her family live in Salt Lake City.
SLC Socials: Safari Chic

FRIENDS — FUN — NETWORKING — ENTERTAINMENT

Our conference is famous for our socials and themed events! Our 2017 theme is Safari Chic, so prepare to get WILD! Break out those leopard tights and luxury tribal wears because we are heading on an expedition that you won’t forget!

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 will be getting back to our roots with a good old-fashioned game of BINGO — but of course CAMP-style! Don’t miss out on a great time and perhaps even a new camp programming activity!

Plus — give a shout out to all of our volunteer accreditation visitors as we recognize them at this time!

Light snacks will be served.

WEDNESDAY
Themed Reception & Dinner — Safari Chic
5:45 p.m. – 6:30 p.m. — Cocktail Reception in the Foyer
6:30 p.m. – 7:15 p.m. — Dinner
7:15 p.m. – 8:00 p.m. — SLC Talks — Topic: Innovation
8:00 p.m. – 10:00 p.m. — Dance Party followed by Pub Trivia!

**Be sure to arrive early to grab a drink and take a jaunt down our very chic catwalk!**

THURSDAY
Dinner/Evening Out & Palm Springs Street Fair
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.

Follow Z at www.twitter.com/Zisforme and use #ACASLC to tweet about what you’re learning and how much fun you’re having!
VOLUNTEERS

Thank you to the many volunteers who make the work of ACA, Southern California/Hawaii possible!

Local Council of Leaders

Chair: Tom Horner, Catalina Island Camps

Leadership Development: Brian Crater, Camp Ronald McDonald for Good Times

Public Policy/Government Relations: Rick Benfield, The Archer School for Girls

Public Policy/Government Relations: Liz Kimmelman, Tumbleweed Day Camp & Camp Ursa Major

Volunteerism: Joyce Knoll, Girl Scouts of San Gorgonio Council

Membership: Erin Johnson, Girl Scouts of Orange County

Professional Development: Andy Kimmelman, Tumbleweed Day Camp & Camp Ursa Major

Standards: Glenn Robison, Guided Discoveries

Standards: Maria Horner, Catalina Island Camps

THANKS TO THE SPRING LEADERSHIP CONFERENCE COMMITTEE

KC “Blaze” Wilsey
Aesthetics & Program

Ariel Rowin
Aesthetics

Elliott Fraughton
AV/Logistics

Julien Levesque
AV/Logistics Support

Rasheed Anthony
Conference Co-Chair

Diana Huff
Conference Co-Chair

Daniel (Hamms) Hammond
Registration

Andy Kimmelman
Hospitality

Kenny Brook
Hospitality

Patrick Deasy
Marketing / Social Media

Kayla Ryan
Marketing / Social Media

Elliott Fraughton
Photographer

Jessie Spehar
Photographer

Liz Kimmelman
Program

Jeff Heiser
Program (Keynote/VIP Speaker Liaison)

Michael Baum
Socials

Nick Coffing
Socials

Stephen (Snack) Smigielski
Socials

Caleb Alpert
Socials/SUPPORT

Andy Kimmelman
Vendor Showcase

Becky Morrow
Volunteers

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Our Mascot

Brandon Mitchell
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The American Camp Association’s Spring Leadership Conference is excited to host our second annual 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 INNOVATION. What are some innovative ideas that you can bring to your camp? How can we share better with others on the innovative education that camp brings to kids? Learn from our panel of exceptional camp leaders and discover how you can INNOVATE at your camp this summer!

Chris Thurber
Dr. Christopher Thurber is devoted to educating leaders. His innovative content is designed to stir thinking about best practices at camps, schools, and corporations. Chris serves as a psychologist and instructor at Phillips Exeter Academy and is the co-founder of Expert Online Training. He has been invited to deliver keynotes and workshops on four continents. A proud father of two boys, Chris and his wife Simonida, a chemist, live in New Hampshire.

Nora Kramer
Nora Kramer is the founder and director of Youth Empowered Action (YEA) Camp, a summer camp for social change. Founded in 2009, YEA Camp runs life-changing empowerment camps across the country for teens who want to make a difference in the world. Nora is a longtime activist for social justice causes and received her teaching credential from San Francisco State University.

Brian Straka
Brian Straka is the summer camp director for AstroCamp in Idyllwild, CA. Using techniques and skills learned as a camp counselor, head counselor, and instructor, he spent the last decade in public education as a middle and high school history teacher and high school administrator and was named a California Distinguished Teacher and was runner-up for California History Teacher Of The Year in 2010. He left public education to lead AstroCamp when Ross Turner made him an offer he couldn’t refuse.

Laurie Browne
Laurie Browne, PhD, is the director of research for the American Camp Association, where her goals are to improve and expand access to camp experiences through evaluation and camp research. Prior to joining ACA, Laurie was a faculty member at California State University, Chico in the Department of Recreation, Hospitality, and Parks Management. She earned her doctorate at the University of Utah where she studied youth development and research methods. Laurie and her family live in Salt Lake City.
PRECONFERENCE TRAININGS

MONDAY, APRIL 10

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.

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.

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**SCHEDULE — TUESDAY, APRIL 11 & WEDNESDAY, APRIL 12**

### TUESDAY, APRIL 11

#### 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!

**Camps on Campus**
Nate Friedman and Jeff Heiser  
University of Utah and UC Davis  
Andreas

**Day Camp Round Table**
Andy Kimmelman  
Camp Ursa Major and Tumbleweed Day Camp  
Chino A

**Resident Camp Round Table**
Caleb Albert  
Camp Ocean Pines  
Chino B

**New Camp (Established since 2007) Round Table**
Liz Kimmelman  
Camp Ursa Major and Tumbleweed Day Camp  
Pueblo A

**Camp Rituals and Traditions**
Nick Coffing and Julien Levesque  
Canyon Creek Summer Camp  
Mojave

**New Attendee Welcome Session**
Diana Huff and Kenny Brooks  
Fairmont Summer Programs and Cliq  
San Jacinto

**CIT and Teen Leadership Programs**
Kayla Ryan and Stephen Smigielski  
Brave Trails and Pali Adventure Camp  
Santa Rosa

#### OPENING KEYNOTE

4:00 p.m. – 5:30 p.m.

**A Pirate’s Guide to Optimism**
John Beitner, American Camp Association  
CA Ballroom

This engaging, interactive, and fun presentation will kick off the conference with longtime ACA volunteer and now ACA Staff Member, John Beitner. Drawing on over thirty years in camping, John will share his insights about where we are and where we are headed. Working with young people is always an adventure and having the perspective of optimistic pirates can help us sail these sometimes-treacherous waters.

### WEDNESDAY, APRIL 12

9:00 a.m. – 10:15 a.m.

**My Bad — Responding to Parents When Our Camp has Messed Up or Dropped the Ball**
Sarah Kuljis, Yosemite Sierra Summer Camp, Emerald Cove Day Camp  
Andreas

Ever send a camper home from camp badly sunburned? Ever served a camper a food to which she was allergic? Ever disregard a camper “false” complaint that turned out to be true and important? Ever have a well-meaning staff member unintentionally put campers in harm’s way? Even excellent staff members make mistakes during the summer, and even at terrific camps, things can go wrong. How we respond to these failures and how we partner with families in the midst of them can tremendously impact our opportunities for shaping children and even the future of our programs. In this interactive session, participants will consider intentional responses and come away with practical tools for developing more durable parent partnerships for the coming summer.

**Camp FUN-Losophy: Hiring, Managing, & Retaining the Ultimate Camp Staff**
Garrett Crosby, Sierra Canyon School & Day Camp  
Chino A

At the core of every camp is its staff. They are the heartbeat and face of your camp, determining what type of experience your campers and parents will have every day! Whether you are hiring directors, counselors, specialists, life guards, or CITs, effective strategies are vital to creating and maintaining the best camp culture. Sierra Canyon Day Camp’s 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!
9:00 a.m. – 10:15 a.m., continued

What the HECK Were You Thinking?!
Ian Garner, Markel Insurance
Chino B
Working with young, energetic staff who sometime make poor decisions and sacrifice fun over safety can be a huge challenge. We have all confronted a staff member who has not used the best judgement and wondered “what the heck they were thinking.” We will use actual camp insurance claims and real lessons learned in interactive exercises to help you get safety to a higher level in camp with your staff. Participants will be provided with information and actual training exercises to use at staff training to help staff do a better and SAFER job. This highly interactive session will provide suggestions and activities for increasing camper and staff safety alike. Participants will take away interactive activities for staff training to help their staff internalize and become more safety conscious.

Trends in Training: Best Practices in Challenge Course Training and Documentation
Rohan Shahani, Challenge Works, Inc.
Pueblo A
In this session, we’ll talk about common practices and models for training staff, as well as learn about and explore methods of completing and managing the ever-growing list of documents needed for compliance with laws and standards. Participants will learn about and discuss recent incidents and ways to protect their campers and staff through improving training and records.

“What’s Bugging You?!” Dealing with Camper and Staff Anxiety
Bob Ditter, Psychologist, Author, & Speaker
Mojave
The CDC tells us that anxiety is at an all-time high among adolescents and young adults. Add to that a 2015 ACA Healthy Camps survey of over 200 camp directors where staff anxiety was identified as the number 1 concern for staff, and “Houston, we have a problem!” Bob will help us understand the source of this growing problem and will offer real solutions for helping us help our staff and our campers get a better handle on what’s eating them!

How to Create a Low-Cost Escape Room Game
Curt “Moose” Jackson, www.summercamppro.com
Sierra
Escape Rooms (or Puzzle Rooms) are a type of physical adventure game in which a group of people are placed in a room and must solve a series of puzzles, find clues, and locate the final key, which may unlock a box or door, within a set time limit. Commercial Escape Room games are usually quite expensive to put together (thousands of dollars). In this workshop, you’ll learn how you can create a unique teambuilding experience for just a few hundred dollars or less! Limited ten participants per session block.

So You’ve Got a Guitar…
Ross Jameson, Jameson Ranch Camp
Ventura
Song leading is an art. It takes more than just having an instrument and playing to get kids engaged during song time. Ross Jameson has been strumming and entertaining kids at JRC for the last forty-two years, and they still sing along.

Woven Programs: Creating Activities that Put Mission into Action
Chris Thurber, Psychologist, Author, & Speaker
San Jacinto
Most camps have clarified their mission, but how well are we showing kids what we mean? Transforming lives requires intentionally designing activities that teach values, such as sportsmanship, conservation, and unselfishness. This hands-on session will challenge participants to create new (and enhance existing) programs at day and resident camps in ways that leave youngsters with a concrete understanding of abstract concepts...as well as a desire to live those values after camp. Case studies, including paper-making, photography, and swim instruction, will illustrate the process of making a “woven program,” after which participants will form working groups to devise their own.
9:00 a.m. – 10:15 a.m., continued

Gaga is for Losers
John Beitner, American Camp Association
Santa Rosa
Join this hands-on and highly active exploration of the games that can have a big impact on staff training and are great for bringing out the best in campers. Not only will we play games and model successful teaching, but we will also discuss how they can be used as a powerful and transformative tool. Have fun as you interact with colleagues, learn some new no prop and low prop games, and add to your bag of tricks.

WEDNESDAY, APRIL 12
10:45 a.m. – 12:00 p.m.

1, 2, 3...C.I.T!
Caitlin Latta, Jameson Ranch Camp
Andreas
Looking for ways to develop or freshen up your Counselor-in-Training program? Look no further! Learn new team-building activities, discussion topics, and resources that help make any CIT or LIT program even better than before! Come ready to share and participate in what promises to be a fun and productive session for all!

Motivating Camp Staff: No Carrots and No Parrots
Caleb Albert, Camp Ocean Pines
Chino A
Are you pumped for camp!? Or just looking forward to lunch? Maybe it’s both. If you’re motivated and want to know how to transfer that to your team, then this is the class for you. If you’ve lost your passion and need to recharge, then this is the class for you! We’ll be discussing the type of motivation that lasts all summer long and how to avoid the mid-summer crash. Come join us in this journey to bring meaning and purpose back to your camp.

Camp 2U – How To Utilize Your Camp Programs During Non-Peak Times
Jolie Moniz & Jolena Tanuvasa, Kama’aina Kids
Chino B
In this session, you will be exploring/playing various Team-building, large group games and leadership activities that can help your camp gain revenue during off season time. How you ask? By bringing camp style activities to other local programs, companies and schools.

The Games on the Bus Go Round and Round
Ariel “Kahuna” Abt and Julia “Hoops” Lewis
Cali Camp
Pueblo A
The campers on the bus are bored, bored, bored… Looking for new, innovative ideas for your staff and campers to interact on the bus? Don’t provide transportation, but have anxiety about being in trapped in another claustrophobic environment with nothing to do with your campers? We will cover new songs, games, and ideas. Come learn, share, and play!

Creating a Culture of Reflection and Feedback at Camp
Bob Ditter, Psychologist, Author, & Speaker
Mojave
If you are like most people, you smile politely when others give you even well-intentioned feedback—all the while plotting your revenge for later! Come learn how to create a place where feedback is not only welcome, but also celebrated. After all, getting accurate feedback about one’s performance is one of the best ways to grow, if only we can stand it! Help your staff cultivate not only healthy habits around giving and receiving warm and cool feedback, but also create a culture where self-reflection becomes the norm.
How to Create a Low-Cost Escape Room Game
Curt “Moose” Jackson, www.summercamppro.com
Sierra

Escape Rooms (or Puzzle Rooms) are a type of physical adventure game in which a group of people are placed in a room and must solve a series of puzzles, find clues, and locate the final key, which may unlock a box or door, within a set time limit. Commercial Escape Room games are usually quite expensive to put together (thousands of dollars). In this workshop, you’ll learn how you can create a unique teambuilding experience for just a few hundred dollars or less! Limited ten participants per session block.

Millennials Don’t Exist — Why That Term Could Be Hurting Your Camp
Scott Hicok, Camp Ocean Pines Ventura

Millennials. Everyone knows the stereotypes: entitled, lazy, always taking selfies. It turns out those stereotypes aren’t true. In fact, a lot of what we believe about “generations” isn’t true. Come learn where the origins of the term millennial came from, how it could be hurting your camp, and how to develop young leaders without assuming the worst about them.

Mind-Bending Conversations: From Sludge to Budge
Chris Thurber, Psychologist, Author, & Speaker San Jacinto

Tired of conversations with campers and colleagues that go nowhere? Motivating change in another person’s behavior requires something different than lectures and reprimands. For real breakthroughs, you need to harness the transformative power of psychologists’ most helpful techniques. These include: illustrating self-contradictions, providing genuine empathy, offering menus of options, discovering distorted cognitions, and motivating incremental change. Learn leadership and advising strategies that you can use and practice immediately, in almost any context. This awesome management technique will help you help others move rapidly from sludge to budge.

Training Counselors to be “Friendship Coaches”
Audrey “Sunshine” Monke
Gold Arrow, Sunshine Parenting Santa Rosa

This session will provide you with the tools you need to train counselors to foster better individual social skills and closer connections between campers. Specifically, you will learn to implement training and follow up that teaches your counselors to identify social skills strengths and deficits, implement group and camp-wide friendship enhancing activities, reconsider practices that deter friendships, coach kids on social skills, and make your camp even MORE of a friendship-producing extravaganza!
1:45 p.m. – 3:00 p.m., continued

Compassion, Kindness and a Mind Full of Joy: Spreading Intention Because Our Life and Future Depend on it
Marah Lyvers, M1 Training and Consulting
Chino B
Now more than ever, camp is the place where we teach, model, and practice how to be “good humans.” We will explore how compassion, kindness, and joy are current dominant themes in youth development and how they relate to your day-to-day camp world.

How Do You Influence Your #Tribe?
Wendel Roth-Strong, Catalina Island Camp
Pueblo A
Back by popular demand, Captain Wendel will be navigating attendees through 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 grabs... for this wouldn’t be a true “social” media session without you sharing your camp’s tales as well!!

What You Resist, Persists
Kenny Brook and Craig Turner
Cliq and Guided Discoveries
Mojave
Carl Jung held the belief that what we resist persists and even grows! Join us to take a look at what you are resisting in your camp and identify ways to achieve and overcome. This is an active session, not a lecture. Let’s make a difference!

How to Create a Low-Cost Escape Room Game
Curt “Moose” Jackson, www.summercamppro.com
Sierra
Escape Rooms (or Puzzle Rooms) are a type of physical adventure game in which a group of people are placed in a room and must solve a series of puzzles, find clues, and locate the final key, which may unlock a box or door, within a set time limit. Commercial Escape Room games are usually quite expensive to put together (thousands of dollars). In this workshop, you’ll learn how you can create a unique teambuilding experience for just a few hundred dollars or less! Limited ten participants per session block.

Build Your Camp’s Scholarship Program
Michele Branconier and Paul Sheridan
American Camp Association and Four Winds *
Ventura
Camp Moves Me used to be for the ACA’s Send A Child to Camp Fund. Now, for ACA accredited camps, the money can go to your camp’s scholarship program. Would you like to:
• Raise money to send more campers to your camp?
• Engage alumni with your camp?
• Get your campers involved in the fall?
• Keep your staff connected to camp in the fall?
If you answered “yes” to any of these questions, come learn about Camp Moves Me – the fundraising program available to ACA-accredited camps that allows you to raise money to send camps to YOUR camp. We will discuss how to make the most of the Camp Moves Me program and answer questions about this new opportunity.

“That Ball Never Touched Me!” and Other Lies Campers Tell
Chris Thurber, Psychologist, Author, & Speaker
San Jacinto
Truth-telling is an ethical struggle for everyone, at least in some circumstances. Camp staff have a special role to play in shaping youngsters’ moral development, especially in tight communities like summer camp. Your guidance can help kids see the value of telling the truth—without shaming them—and will make them better friends, better athletes, and better leaders. This interactive workshop will challenge participants to explore the limits of their own honesty, as well as devise graceful, instructive methods for helping campers tell the truth when it counts (which maybe it always does). Your new skill set will help you decrease gossip, enhance sportsmanship, and forge closer relationships.
1:45 p.m. – 3:00 p.m., continued

**Camp Admins Unite: Let’s Talk Effective Communication**

*Josh Bradshaw, CampBrain Santa Rosa*

Summer is fast approaching, and with it the need for ongoing communication with your parents and staff. Want to get some tips and tricks for the best ways to structure and schedule your communication? Join us for this interactive session where we explore the best practices in managing all your communication needs to ensure your messages are effective and efficient.

**WEDNESDAY, APRIL 12**

3:30 p.m. – 4:45 p.m.

**Camp As a Global Community: Optimizing the Presence of your J1 Visa Participants**

*Ivy Cohen, Smaller Earth — Camp Leaders Andreas*

Camps throughout the United States work with various agencies to bring J1 Visa participants each summer to fill various roles at camp. Participants are given varying degrees of training and preparation, but are our camps best prepared to fully integrate these staff members into our communities? Come engage in an open dialogue about international staffing and be presented with tools to give your J1 participants and our camp communities a highly impactful and positive experience.

**Workers’ Compensation & OSHA: What’s Happening in 2017**

*Darrow Milgrim, Arthur J. Gallagher & Co. Chino A*

From a risk management and insurance perspective, there are HUGE changes for California workers’ compensation and OSHA in 2017. From the experience modification factors, director exclusions, and first aid reporting to implications of legalized marijuana along with increases in benefits and user fund assessments. Coupled with changes in OSHA regulations including retaliation, revised penalty and fine structure, heat and fall protection plans, and more!

**How I “ADHD”: Executive Functions are Your Friends**

*Marah Lyvers, M1 Training and Consulting Chino B*

It sure seems like everyone has it... so now what? How can you support that staff whose executive functioning is low and needing all your time and attention? This session pulls from the world of EF coaching and will offer ways you can set up yourself, your campers and families and your staff for a successful summer! I will also offer a few ideas for when it’s going sideways.

**Social Media and Camp: Level Up, A Year in Review**

*Wendel Roth-Strong, Catalina Island Camp Pueblo A*

Join this session to examine how various camps have used the ever-changing tools of social media over the past year. As a continuation from last year’s session, we will be diving into the various apps available and see the successes and challenges of using each one. Additionally, attendees are encouraged to attend who are interested in getting a deeper understanding of our current social media environment. This is not your average social media 101 session.

**Follow Me! Secrets of Successful Leadership and Community Building for Day Camps**

*Stuart Jones, Outpost Summer Camps Mojave*

Each summer, day camp directors accept the responsibility of building an “instant community” with both new and returning staff and campers (as well as their parents). This is challenging work that can be strengthened through intentional practices and skills that result in a noticeable return on investment. Join us as we explore several critical pillars of community building that will make your Day Camp very successful, and discuss how to implement them through the leadership team at your own camp.
3:30 p.m. – 4:45 p.m., continued

**How to Create a Low-Cost Escape Room Game**
*Curriculum* “Moose” Jackson, www.summercamppro.com
Sierra

Escape Rooms (or Puzzle Rooms) are a type of physical adventure game in which a group of people are placed in a room and must solve a series of puzzles, find clues, and locate the final key, which may unlock a box or door, within a set time limit. Commercial Escape Room games are usually quite expensive to put together (thousands of dollars). In this workshop, you’ll learn how you can create a unique teambuilding experience for just a few hundred dollars or less! Limited ten participants per session block.

**Body Lingo Bingo — What Your Body Language is Telling Everyone**
*Alexis Dascoulias*, Camp CenterStage Ventura

One of the most pervasive forms of communication is not the spoken word, but our body language! Explore non-verbal communication including posture, gestures, body shifting, eye contact and facial expressions. Learn how to take control of a room or group before speaking. Read other people’s body language and discover why we perceive body language. This extremely interactive workshop will give you more confidence and teach you how to read people’s body language while better understanding what your body language is telling others. It’s also a great workshop to use with your counselors and CITs during staff training. Outcomes: identify body language indicators from campers and staff; present yourself with positive body language that others will perceive as confident and in control; body language techniques when working with large groups; tools in teaching the importance of body language to your staff.

**Better, Faster, Stronger: Data Analytics for Camping Industry**
*Stephen Garcia*, Thousand Pines Christian Camps
San Jacinto

Becoming a data-driven decision-making and missional organization is almost unheard of. Typically, the camping, retreat, and conference industry is about unplugging and getting away from modern technology. But in today’s fast paced, multi-media driven, technology-dependent society, being tech savvy and technologically contemporary in our business processes is an absolute must. We will explore some tried and true and cutting edge methods and tools for increased efficiency, effectiveness, and engaging ministry in the Technology Age. This topic will touch on subjects such as CRM, payroll, camp management and accounting software options, modern metrics for finance, HR, sales & marketing management, and tools for better executive accountability. Like the $6 Million Man…our hope is help make the camping industry better, faster, and stronger…through modern technology.

**My Training Week Sucks 😞**
*Brian Straka* and *Paul Kupferman*
Guided Discoveries
Santa Rosa

Let’s face it — President Bush was in office (sigh) the last time you revamped your activities, presentation materials, and overall approach to training week. A LOT HAS CHANGED! Spend seventy minutes with two experienced directors and renaissance men with over thirty years’ experience leading trainings and forming connected, purpose-driven teams in the summer camp, public education, television, and entertainment world. You will leave this session with a handful of useful tips, approaches, and dynamic activities you can use this summer to revamp your training and bring your staff together.
SCHEDULE — WEDNESDAY, APRIL 12 & THURSDAY, APRIL 13

WEDNESDAY, APRIL 12
5:45 p.m. – 6:30 p.m.
Cocktail Reception

6:30 p.m. – 7:15 p.m.
Dinner

7:15 p.m. – 8:30 p.m.
SLCTALKS: Innovation and Camp
Nora Kramer, Chris Thurber, Brian Straka, and Laurie Browne
CA Ballroom

THURSDAY, APRIL 13

FEATURED KEYNOTE
9:00 a.m. – 10:30 a.m.

Lessons on Learning: The Education Spectrum from Camps to Classrooms
Lance Ozier, Institute for Student Achievement
CA Ballroom

Learning is fun — and camps make great classrooms! In this lively and engaging keynote workshop, Dr. Lance Ozier will share insights and experiences from his fifteen years at Morry’s Camp, a national leader in nonprofit youth development for under-served kids in the New York City metro area. By experiencing how the brain learns, Lance will demonstrate why camps are ideal locations for young people to learn the necessary skills leading to high academic achievement, especially since these are often the skills lacking in most schools’ standards and curriculum. Come prepared to participate and play as you learn ready-to-use activities for engaging all the brains at camp! Lance has also been a classroom teacher of elementary, middle and high school students, and for nearly the past decade has taught teachers at The City College of New York in Harlem, where he emphasizes the value of being a camp counselor as an important ingredient to becoming a high quality teacher.

THURSDAY, APRIL 13
10:45 a.m. – 12:00 p.m.

Sweaty Palms? Move Toward Conflict
Ron Eckert, Yosemite Sierra Summer Camp and Emerald Cove Day Camp
Andreas

Sooner or later, you will disagree with those you lead, serve, and work alongside. When this happens among those who are gifted with supervision, messy conflict and residual impact can leave us and those we serve disappointed and often disillusioned. But conflict handled well leads to growth, deeper bonds, and renewed trust. Let’s examine together some new strategies and tools on how to effectively approach conflict with confidence and resolve to reach our desired outcomes as we help shape summer staff.

LGBTQ Camper and Staff: Questions, Answers, and Solutions
Kayla and Jessica Weissbuch, Brave Trails
Chino A

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.

A Distinguished Leader: Mastering The Art of Self Leadership
Kai Dickens, PLAYOLOGY
Chino B

Every successful leader is aware of how they impact others around them. In a world that does not always fully prepare you for what is coming, learning to lead yourself by mastering the art of Self Leadership will support you on your journey of becoming a powerful leader of both yourself and others.

How to Get the Most out of Your CIT — High School Level Leaders
Elizabeth Martinet, Outpost Summer Camps
Pueblo A

Often overlooked, high school students have the potential to add huge value to any program. This session works to help anyone facilitate a conversation, build a connection, and guide a teenager to better themselves. Come be a part of an interactive discussion, practice having challenging conversations, and noticing the best behavior to get the most of each teen at your camp.
**SCHEDULE — THURSDAY, APRIL 13**

10:45 a.m. – 12:00 p.m., continued

**Four Quadrants of Accountability for Camp Staff – Help Your Staff See the Big Picture**
Stuart Jones, Outpost Summer Camps
Mojave

Camp directors often share stories of their young staff failing to consider something which would have made a difference prior to a poor decision (i.e., “What were you thinking?”). This is developmentally typical, yet demands our attention. Come learn a highly effective training tool you can take with you that will have your staff considering each of the four populations they serve (campers, parents, staff, and directors) in a powerful context.

**Evidence for College & Career Readiness Skills at Camp**
Lance Ozier and Laurie Browne
Madera

For over 150 years, summer camps have been viewed as important landscapes for learning. Recent research on growth mindset and non-cognitive factors point to a number of social-emotional and youth development skills that are essential for college, career and life, yet not always explicitly taught in schools. In 2016, ACA National, in partnership with the University of Utah, launched a groundbreaking research project designed to document several unexplored aspects of the camp experience. This multi-phase project will investigate the immediate and long-term impacts of the camp experience and the specific things camps do to promote college and career outcomes. Additionally, the study will explore the unique ways camp contributes to positive youth development from the perspectives of both campers and their parents. Join us to learn more about the project and the specific ways camp professionals can use the findings to increase enrollment, train staff, and advocate for camp to the larger community.

**Catch Some Sun with NASA! 8/21/17 Eclipse + Sun + Shadows**
Leslie Lowes, NASA/Jet Propulsion Laboratory
Sierra

Be ready for the 8/21/17 Solar Eclipse! On this day, millions of people across the US will be able to watch as the moon appears to cover at least 60 percent of the sun, while those in a narrow strip that runs from Oregon to South Carolina will also witness the complete darkening of the sky as the moon passes directly in front of the sun — for over two minutes! Leverage what is sure to be a well-publicized event from Mother Nature into an opportunity to engage your youth through hands-on activities and a variety of learner styles. Discover how to safely observe this full or partial solar eclipse, and how to extend the experience in your summer or afterschool program using NASA-sponsored hands-on activities and resources geared toward living with the sun. Leaders only need an eye for safety and curiosity to learn with their kids — no science background required!

**Staff Manuals: From Lost on the Shelf to Back Pocket**
Melanie Hong, Yosemite Sierra Summer Camp and Emerald Cove Day Camp
Ventura

Do you ever feel frustrated with the cumbersome nature of staff manuals? All the practical tools for your staff seem to get buried in the necessary but bulky policies and protocols. To combat the inevitable, we pulled all of our back-pocket games, practical tips and tools, behavior shaping resources and basic emergency procedures out of the manual to put into a compact “Field Guide” that staff carried in their backpacks or fanny packs all summer long. The difference it made was remarkable as staff began to re-visit child shaping tools or call upon a once forgotten game on the way to the lake. This seminar will provide direction on how to craft such a guide, providing useful tips to separate information that belongs in a Staff Training Manual from that which belongs “in the field.”

**Three Steps to a Better Camp Program**
Andy Kimmelman, Tumbleweed Day Camp and Camp Ursa Major
Santa Rosa

Is your camp program excellent? How do you know? Can you prove that? And if so, how do you use that information? Join us in this session to get data-driven tools to help improve your camp at all levels. Come learn how to make your camp’s purpose the driving force behind your recruitment efforts, programs, and staff jobs.
Weenie Toot Hawk: Crucial Camp Conversations
Alison Moeschberger, Gold Arrow Camp
San Jacinto

Strong leadership at camp can set the tone for a great summer. How many times has a counselor failed to meet your expectations or broken a fundamental rule or policy? These are opportunities for strong leaders to hold counselors accountable for their actions and create a culture of accountability among your staff. This session builds on the ideas in “Crucial Camp Conversations: Five Keys for Success,” an article in the March/April issue of Camping Magazine.

Unpacking Diversity: Languages and Activities to Help Start Your Conversation
Rohan Shahani, Challenge Works, Inc.
Andreas

The focus of this session is to help those who feel uncomfortable discussing diversity or feel like they don’t have enough knowledge of “diversity issues” to gain the vocabulary and the confidence needed to begin a conversation. Simultaneously, we will provide some tactics for those who are already immersed in these conversations to engage with those who aren’t. By the end of this session, we’ll all have increased our comfort and confidence discussing diversity, and gained some tools to help make those discussions more comfortable.

Research You Can Use!
Laurie Browne, American Camp Association, Director of Research
Chino A

Need help advocating for your camp to parents, schools, funders, and other stakeholders? This fun and interactive session will equip you with new research from the education, health, and social science worlds that you can use to convince others of the value of the camp experience. No jargon, no technical details; just research you can use!

Meaningful Mentorship: How to Find it (and How to Offer it)
Gabby Coburn, Girl Scouts San Diego
Chino B

If you’re the kind of leader that’s constantly growing and learning, you’re likely always on the hunt for people that can help you on that path. We can all use a teacher, a coach, or a sage sometimes. Come to this session to identify ways to recruit your own personal “Board of Directors” and get the most out of the people who invest in you. At the same time, discover tips and tricks to help you become a better mentor for people you believe in.

Simple Ways to Incorporate Social Justice and Leadership Skills Into Any Camp
Nora Kramer, YEA Camp
Pueblo A

Whether you work at a day camp or a sleepaway, a soccer camp or a theater camp, a wilderness program or a religiously affiliated camp, this workshop will offer many ways to incorporate basic principles of social justice and leadership into what you’re already doing. Some can be built into your staff training, and some inspiring and even life-changing activities can be easily integrated to deepen your program. Simple efforts to consciously include these as part of your mission and curriculum will not only elevate campers’ behavior and experience, it will strengthen the impact you can make for your campers and the world. Nora Kramer, the founder and director of a social justice leadership camp, Youth Empowered Action (YEA) Camp, will offer concrete, easily implementable ways that you can add meaning and impact to the great work you are already doing for your campers.

Understanding and Harnessing the Potential of Millennial Staff
Bob Ditter, Psychologist, Author, & Speaker
Mojave

A lot has been said about the “millennial generation,” and it is easy to over-generalize and stereotype any group of people. That said, there have been several forces that have shaped young people born between 1982 and 2002—a certain parenting style; technology and social media; and uncertainty in the world (global warming, terrorism, economy). Using videos and exercises, Bob gives us some real tools for harnessing the potential of a generation that by-and-large wants to make a difference and do meaningful work. Find out how to make that work at camp!
1:45 p.m. – 3:00 p.m., continued

We Didn’t Do It That Way Last Year! Challenging Traditions
Alexis Dascoulias, Camp CenterStage
Sierra
Whether a new camp director in charge for the first time, a veteran director who had a rough summer or director who realizes that some traditions must fade into the sunset with the changing of times: how do you hit the ground running with positive change? Campers and staff love their traditions, but parents and admin may see reasons for change. This workshop will help guide you to effectively enact change and steer your staff to be guardians of your camp’s mission while getting on board with changes. Learn how to present changes and what pitfalls to avoid so that you don’t end up with a rebellion at camp! Outcomes: learn strategies for gaining buy-in from staff and your camp’s vision; learn how to approach staff members who are resistant to change; learn steps to effectively make changes while keeping positive staff culture and least amount of pushback.

Creating Camp Magic — 10 Strategies to Transform the Way You Lead
Savannah Scofield, Sierra Canyon Day Camp Ventura

The secret for creating “magic” at camp is simple: outstanding leadership — the kind that inspires employees, delights customers, and achieves extraordinary results. In this engaging session, we will discuss ways that we can all become incredible leaders by following ten practical, common sense strategies. Join us as we demonstrate that great leadership is not about mastering impossibly complex management theories. Instead, learn how to become a better leader by infusing quality, character, courage, enthusiasm, and integrity into our camps and into our lives.

Step Into Strengths — Unleash the Best From Your Leadership Teams and Staff
Erik Forrester, Add A Lane Project
Santa Rosa
The Clifton/Gallup StrengthsFinder is a low-cost assessment you can easily do with your leadership team and staff. Experience from a Gallup-Trained Strengths Coach how to connect the strengths of your team members to the outcomes and goals you desire for your programs. Discover activities for training and throughout the summer which will encourage your staff to continue to utilize and grow their strengths. Understand how a strengths-based model can bring out the best in your people and be excellent for business.

THURSDAY, APRIL 13
3:15 p.m. – 4:30 p.m.

Lights!Camera!Future!
Emil Pinnock
Unleashing Giants/THINK Together Andreas

Lights!Camera!Future! is a digital learning workshop which uses film as a tool to explore creative ways to incorporate digital learning in the classroom. Participants will go through various acting, writing and directing exercises before culminating in creating their very own short film. Industry standard cameras, sound equipment, jibs, and dollies will be provided. Come make a movie.

Try, Try, Again
Riley Leary, Nobel Charter Middle School, THE Horse Camp Chino A

Your first idea never works! Staff and campers can benefit from the understanding that life is full of trial and error. As a matter of fact, engineers depend on trial and error to perfect inventions that make the world go around. In this workshop, we will use trial and error to complete a hands on challenge together. After time is “up,” we will analyze reactions to challenge, teamwork, and communication. Participants will receive copies of discussion prompts to be used with campers or staff. Simple and fun, this activity can be reproduced easily back at your site. (Activity: Pipeline Challenge)
3:15 p.m. – 4:30 p.m., continued

**Supervise your Supervisor**
Joyce Knoll, Girl Scouts of San Gorgonio
Chino B
Help your supervisor help you. Learn some tips and tricks to make yourself and your boss look like the best team around. We will talk about adapting to our bosses and helping them adapt to you. Figuring out how to approach new topics and making yourself into the MVP of your team.

**The Age of Psychometrics — Hiring Engaged Counselors and Empowering Supervisors**
Michael Thompson, Lantern Camps & Lantern Reveal
Pueblo A
Did you know that between 60 percent to 70 percent of all companies now conduct psychometric testing as a condition of employment? Or that 700 universities coast to coast allow prospective students to opt for psychometric testing in lieu of the SAT or ACT? The reasons are compelling, and the evidence reveals not only the true value of camp, but also shines a light on where we can improve as camp directors. Continuing the fascinating research with eHarmony’s chief scientist Galen Buckwalter and bestselling author Dr. Tina Bryson, we reveal the data gathered from camps from coast to coast in 2014 to 2016 to help empower directors to hire more effectively and arm supervisors with new insight.

**International Camp Staff: Rules, Regulations, and How to Get the Most Out of Your International Camp Staff**
Matt Buczek
Mojave
Matt has been a camp counselor and a camp director and now owns one of the largest international J-1 Camp Counselor Visa Sponsors. We will go through rules, regulations, and best practices.

**Building Environments that Communicate Belonging**
Aisha Lowe, William Jessup University Professor & Speaker
Ventura
In order to thrive, our students must first have their core psychological and emotional needs met. Research has demonstrated that the nature of the environments youth are in impacts their goals, beliefs about their intelligence, and their academic performance. In this interactive session, we will discuss strategies for building a strong sense of belonging and acceptance for all students.

**New and Exciting Programs Roundtable**
Rasheed Anthony and Nick Coffing
Santa Rosa
Feel like you would like to change up your programming but unsure of what to do? All the summer camp activities and programming options out there can be daunting. Join Rasheed and fellow camp professionals to discuss and share resources on all the new and exciting activities that you can bring to your camp for summer 2017!

**In the Trenches, Live!**
Bob Ditter, Psychologist, Author, & Speaker
Poolside
Bob will take questions from camp professionals about perplexing issues and challenges with parents, campers, staff, and colleagues in a spontaneous Q&A that is bound to be both entertaining and informative!
FRIDAY, APRIL 14
9:00 a.m. – 10:15 a.m.

The Healing Magic of Camp
Kyle Gonering, San Diego Imperial Council, Boy Scouts of America
Andreas

Attendees of this session should leave with a greater understanding of the increase in mental illness of both campers and staff, as well as how camp can help them to cope with, and overcome these illnesses. Topics to be specifically addressed will include the prevalence of self-harm and anxiety. Strategies to help supervisors and directors in dealing with these situations will also be covered.

Integrating STEM at Camp
Riley Leary, Nobel Middle School, THE Horse Camp
Chino A

If there is one thing I’ve learned from my years at Horse Camp, it’s that ANY camp can integrate STEM and all campers love it! Participants will try three mini-sessions including Virtual Reality (can be done inexpensively!), iMovie Madness (BYOD at camp!), and Websites for Campers (use my links anytime). We will have time to explore each STEM idea, and participants will leave with links to materials to use at their site. Virtual reality and iMovie strategies are intended for use with campers specifically, but websites shared include camper activities as well as staff development. Particularly useful for staff development are career planning tools to be shared.

Make It Happen: Year-Round Programming at Your Facility
Sarah Burgess, Emilee Hess, and Michael Wallace
Irvine Ranch Outdoor Education Center/Orange County Boy Scouts of America
Chino B

The Irvine Ranch Outdoor Education Center utilizes its facility year-round with academic, leadership, and recreational programs serving all ages. From a preschool-aged gardening program, to rocket-launching STEM days, and overnight school year science and leadership camps — IROEC casts a wide net with creative curriculum and exciting activities to serve all youth and adults in Orange County and beyond. At this session, learn how your property’s features and programming can attract a wide audience to visit you in as many seasons of the year as possible.

Mindfulness Practices in Camp Settings
Katherine Soule (and Co-Presenters)
University of California Division of Agriculture and Natural Resources
Pueblo A

Join us to learn about incorporating mindfulness practices into camp environments. This session will include interactive, guided mindfulness activities, as well as an in-depth discussion of what mindfulness is (and is not). Participants will: 1) Develop a foundational understanding of mindfulness and how mindfulness relates to camp environments, 2) Increased knowledge on the science-based research that documents the benefits of mindfulness, and 3) Learn strategies and resources on ways to successfully incorporate mindfulness into camp activities and camp environments, as well as to support positive growth for staff, volunteers, and campers.
Multiple Intelligences and Summer Camps
Lance Ozier, Institute for Student Achievement Mojave
Each camper and staff is different. It is one of the things camp professionals know best. We go to great lengths to make sure every camper and staff feels successful. And yet we do not always understand how to do it, or even why we should. Many of us who have worked in schools and camps are familiar with three general types of learners: visual learners, auditory learners, and kinesthetic learners. Beyond these three general categories, many theories of, and approaches toward, human potential have been developed. Among them is the theory of multiple intelligences, developed by Howard Gardner, PhD, professor of education at Harvard University. This fun and interactive session will introduce staff training activities and explore practical ways that learning styles can support campers and staff to meet their highest potential.

Creating Inclusive Environments for Diverse Students
Aisha Lowe, William Jessup University Professor & Speaker Sierra
Ever wondered why your diverse campers sometimes have a hard time fully engaging socially? Ever been frustrated that your diverse campers also sometimes seem to prefer to congregate together? In this interactive session, we will discuss core conflicts and needs being experienced by youth of color, the impact of stereotype threat perceptions on their engagement, and their need for racial identity development. Participants will discuss ways to create identify safe environments for diverse campers.

The Energy of Leadership
Denise Sheaks Burke, Camp Conejo Ventura
Good leadership starts with mindful intention toward creating a desired outcome. Leading oneself, a camp, directing staff or overseeing youth all require a balance and flow of nine key strengths: the nine pillars. Using Feng Shui teachings, team building techniques, and insightful exercises, participants will gain valuable personal insight into how to be better leaders in all that they do.

First-Time Director Therapy
Liz Kimmelman, Tumleweed Day Camp and Camp Ursa Major Poolside Coffee
Is this your first time in a seasonal or year-round leadership role? Feeling a little busy, to put it lightly? Come get some serious “me-time” along with other new directors and share your hopes and concerns about the upcoming summer. This session will give you the motivation you need to crush summer 2017!

Informed Approaches for Effectively Serving Youth
Aisha Lowe, William Jessup University Professor & Speaker Madera
The work of serving youth is exhilarating, fulfilling, and challenging. Today’s youth come with a vast diversity of backgrounds, personalities, learning styles and needs, and identities. They also too often bring with them experiences of trauma and other histories that leave them “at risk” for failure. Despite these odds, we know that the presence of caring adults can transform a young person’s life. Camps serve as a nesting ground for healing and transformation. The work of people-building you do is invaluable. In this interactive discussion, we’ll uncover strategies for meeting the diverse needs of your campers and creating environments of safety and restoration for all youth.
Vendor Showcase:
Wednesday, April 13, 8:45 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 and find out what great products and services they can offer to make your job easier and your camp better! We would like to thank our vendors and exhibitors for helping to make the Spring Leadership Conference a can’t-miss event!

Thanks to Our 2017 Sponsors!

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The Western Association of Independent Camps (WAIC) is a proud sponsor of SLC 2017! As a leading organization in promoting excellence in camps and providing quality programs for children, we invite you to visit WAIC.org or stop by our table at the conference to learn more about becoming a member!
MEET YOUR ACA TEAM

Danielle Pinney – Standards Specialist
My career roots started twenty-nine years ago in college, when I was first hired as a camp counselor in Southern CA. I started attending ACA events in 1989 as a second-year resident camp staff member – my first ever event was Camp Staff Training Day in Griffith Park! I was asked to be an ACA volunteer 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 and in 2014 I transitioned to the Standards Specialist for the Western Region.

I live in Sacramento, CA, with my husband of twenty-four years, Robert, 18-year-old son Nick, and my four-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, and walk my dog.

Michele Branconier – Outreach & Engagement
I have been a youth development professional with a focus on camping for more than twenty 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!

Raina Baker – Membership Development
I have been lucky enough to call the camp world my home for the last thirty-two years. I started going to camp a lifetime ago as a camper and quickly knew that camp would be a place that I would be a part of for as long as I could. I have held various positions working for agency and private camps, nonprofits and for-profits, as well as seasonal and year-round organizations. In my current role, I have been supporting the Membership of ACA for the last couple of years and love the opportunity to connect with everyone that has their boots on the ground doing amazing things for youth development and education.

Although many of my years were spent as a director at a horse camp within the Southern California/Hawaii local office, I now reside in my hometown in Washington State. I am a certified master instructor and clinician for CHA, and am always happy to chat about all things horses. I have a wonderful horse named Wyatt and sweet corgi named Cricket. I am excited to be marrying my best friend in the summer of 2017 and building our first home.

I enjoy being a resource for all of our members and volunteers, and am always available for any reason!
MEET YOUR ACA TEAM

Brandon Mitchell – Professional Development Specialist

It is a pleasure to be the newest member of the western team. Prior to working for ACA, I was an executive director of camp in northeast Ohio, the same camp I attended as a camper and counselor. My positive and enriching experiences at summer camp are the reason I’m passionate about children being immersed in the summer camp experience; camp can be the single most influential variable in a young person’s life. I believe camp serves as a respite from the stresses of childhood; a time and place for self-definitions to gain clarity and self-doubts to subside.

I graduated from The Ohio State University and the University of Illinois with degrees in education. I began my career as a high school teacher in North Carolina. For nearly ten years I was an executive director.

I live with my beautiful wife in Mentor, Ohio. We are Dad and Mom to Paddy, our beloved golden retriever, and Max, our adorable cat. We maintain a healthy lifestyle by crossfitting, and enjoy traveling, backpacking, cooking, reading, and spending time with our families and friends.

As the professional development specialist, I hope to support you as we continue to enhance and educate the unmatched value of the camp experience. Please feel free to stop me and introduce yourself.

Tori Barnes – Membership Development

I am thrilled to join everyone at the Spring Leadership Conference this year and look forward to saying hi to our current, new, and future members! I am here to help if you are looking for information on what ACA can do for you or your camp, or how to make the most out of your membership. Before my career in camping brought me to ACA, I worked in education and youth development, and was a Camp Director and Director of Camp Operations for a large nonprofit. I grew up in San Diego, but call the Bay Area home now, and you can find me in the redwoods or along the coast in my spare time. I am lucky to be supporting all our members and camps right here in California.

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