

OCA [RE]CONNECTS 2023

Brought to you by



MARCH 30-31, 2023



**ONTARIO CAMPS
ASSOCIATION**

CONFERENCE PROGRAM

Sessions at a Glance - Thursday March 30, 2023

Click the session title (underlined) to learn more about the session!
 Click the room name to see the location on the map.

	<u>RBC THEATRE</u>	<u>SMALL GROUPS</u>	<u>MISSISSAUGA ROOM SOUTH</u>	<u>MISSISSAUGA ROOM NORTH</u>	<u>STAGING</u>	<u>CONFERENCE ROOM</u>	<u>TRAINING</u>	<u>MEETING ROOM WEST</u>	<u>ROGERS</u>
9:30 - 10:45 AM	<u>Opening Ceremony in Hammerson Hall Features the Opening Plenary: The State of the Industry (Hosted by Sol Birenbaum and featuring panellists from across the OCA community)</u>								
11:00 AM - 12:15 PM	<u>MINI KEYNOTE - Consent & Inclusion at Camp</u> Canvas Arts Action Programs	<u>Building Relationships & Working With Your Board of Directors</u> Joe Richards	<u>Value Staff and They Will Value Their Commitment</u> Matthew Wilfrid	<u>Admins Unite! We're All in this Together Panel Session</u> Moderated by Rob Carmichael (CampBrain)	<u>Making the Most out of Your Low Ropes Course</u> Brian Lisson (Adventureworks!)	<u>The Power of Play</u> Dr. Daniel Warner	<u>Who to Turn To: Exploring Mental Health Support for Camps</u> Suzanne Ross (Camp Safety Network)	<u>International Staff - Successful Integration and Time Off Challenges</u> Camp Canada (Cindy Benedek, Taylor Jacobson and Jonathan Nyquist)	<u>Industry Sustainability - Day Camps</u> (panel with Jen Dundas, Martine Brouillet and Julie Gallie)
12:30 - 1:45 PM	<u>MINI KEYNOTE - Healthy Boundaries For Thriving Camps</u> Bonita Eby	<u>Value Proposition Worth Accelerated Commitment to Your Program</u> Lee Bear (CampBrain)	<u>Campers First!: A Staff Training and Certification Model</u> Linda Leckie (Outdoor Council of Canada) CANCELLED	<u>The Book Does Not Exist! Get Creative in Working with Universities to Staff the Summer</u> David Borsook (Moorelands Kids)	<u>The Renewed Value of Icebreakers in Our Post-Pandemic World</u> Dr. Jim Cain	<u>Preventing and Managing Eating Disorders At Camp</u> Dr. Michele Foster and Dr. Nina Mafri	<u>A 2022 Update on Drownings in Canada</u> Eric Shendelman (Shendy's Swim School)	<u>Meditation/ Non-Violent Communication</u> Alf Grigg	<u>Industry Sustainability - Overnight Camps</u> (panel with Jen Dundas, Mark Diamond and Jacob Rodenburg)
2:00 - 3:15 PM	<u>MINI KEYNOTE - Building More Equitable Workplaces for Women (And Everyone Else, Really.)</u> Colette Marquardt (ACA Illinois)	<u>Promoting Camp Fever All Year Round</u> Lee Bear (CampBrain)	<u>Understanding the Ontario Physical Activity Safety Standards in Education (OPASSE)</u> OPHEA Panel (Joanne Walsh, Al Faucon, and Stéphane Giroux)	<u>Trends in Employment Law - Terminations</u> Brooke Auld	<u>The Adventure Trail</u> Dr. Jim Cain	<u>Today's Context: Supporting LGBTQ2S+ Campers and Staff while Addressing (potentially) Problematic Traditions and Rituals</u> Michael Waxman	<u>ICF Spain</u> John "Jorgi" Jorgenson	<u>Risky Play</u> Sinéad Rafferty	<u>Industry Sustainability - Financial</u> (panel with Jen Dundas, Janet Coutreau, and Howie Grossinger)
3:30 - 4:45 PM		<u>10 Tools to Stay Organized and Get Tasks Done on Time</u> Shane Miskin (CampBrain)	<u>Climate Resilience - How To Deal With Anxiety In The Out Of Doors</u> Bonnie Anderson	<u>Trends in Employment Law - Best Practices</u> Janet Lunau	<u>Extraordinary Facilitation - Insights from Fifty Years of Working and Playing with Groups</u> Dr. Jim Cain	<u>Mental Health Strategies: Flourishing In A Stressed Out World</u> Bonita Eby		<u>Difficult Conversations: Being Proactive About Issues Of Race And Difference</u> Chris Hudson	<u>Industry Sustainability - Staffing</u> (panel with Jen Dundas, Kevin Lindner, and Illana Stoch)
6:30 - 10:00 PM	90th Anniversary OCA Awards Dinner								

Stream Legend			
OCA Stream	Industry Sustainability Brought to you by Arthur J. Gallagher Canada Limited	Trending Topics	Mental Health
Staff Engagement	Program	Equity Diversity	The Business of Camp
The Camper	Support: Administration & Property Staff Brought to you by CampBrain	Camp Director ABCs	Outdoor Education

Time	Location	Session Information	About the Presenter
9:30 - 10:45 AM	Hammerson Hall	<p>Opening Plenary: The State of the Industry</p> <p>The “State of the Industry” kicks-off OCA [Re]Connects 2023. Hosted by Sol Birenbaum along with noted members of the camping community, this fast moving and engaging session is centred on five mini "Ted Talks" that focus on the current state and future potential for the camping industry in Ontario. Topics include: Physical Health, Mental Health, Staff of the Future, Healthy Camp Culture, and the Future of the Camp Industry.</p> <p>Following the State of the Industry, OCA Honorary Life Member & Past President John “Jorgi” Jorgenson will officially kick-off OCA’s 90th Anniversary celebrations.</p>	
11:00 AM - 12:15 PM	RBC Theatre	<p>MINI KEYNOTE - Consent & Inclusion at Camp</p> <p>This interactive workshop will explore how to foster a culture of consent & inclusion at camp. Starting with facilitators sharing their personal experiences related to consent & inclusion at summer camp, Participants will then be introduced to a framework to cultivate consent and support survivors through a camp's attitudes, policy and infrastructure. The session will culminate with an opportunity for participants to brainstorm strategies to implement within their own camp communities. The session will be led by facilitators from CANVAS Arts Action Programs. CANVAS has been a leader in consent and survivor-centric education in summer camp spaces since 2014.</p>	<p>Sydney Gilchrist (they/them) is a social worker and psychotherapist with a Bachelor of Arts from Queen’s University and a Masters of Social Work from the University of Toronto. Syd practises social work from a survivor-centred, harm reduction, anti-oppressive, and intersectional framework. Prior to starting a social work career, Syd worked as a proud summer camp director. With a deep understanding of the magic camp can have, Syd is passionate about fostering healthy camp communities and empowering conversations that lead to safer camp spaces for all.</p> <p>Miriam Selick (she/her) is the Co-Founder and Co-Executive Director of CANVAS Arts Action Programs, a charity with a mission of providing empathy-based education on consent & 2SLGBTQ+ inclusion. Miriam is a teacher with 10 years' experience leading consultations and training in camps, schools and workplaces. As someone who grew up at camp, Miriam knows the amazing potential in the camping space and also understands some of the unique challenges that camps face when it comes to our topics. Miriam has a Bachelor of Education Degree from Ontario Institute for Studies in Education at University of Toronto and a Masters in Literature from York University.</p>
11:00 AM - 12:15 PM	<p>Small Groups</p> <p>The Business of Camp</p>	<p>Building Relationships & Working With Your Board of Directors</p> <p>Bring your issues, challenges, and curiosity to this session about Boards. We will discuss the importance of building strong relationships and working with a Board of Directors. Through interactive activities and discussions, you will learn effective strategies for communicating with your Board, understanding their roles and</p>	<p>Joe Richards is a 25 year Summer Camp Professional, Leadership Trainer, and a leading mind on the future of summer camp. Since starting to attend summer camp at the age of 3, Joe has made it his life’s mission to change the lives of children & youth. Joe has been the Executive Director and Chief Guitar Player at Pearce Williams since 2005.</p>

		responsibilities, and establishing trust. Additionally, practical tips on working with the Board on various initiatives, such as developing policies and fundraising, will be provided. Leave with the skills and confidence necessary to build relationships and work with your Board to make camp better for all.	
11:00 AM - 12:15 PM	Mississauga Room South Staff Engagement	Value Staff and They Will Value Their Commitment In today's staffing world, it feels like our focus is just getting them "in the door". We put so much innovation into recruiting and retaining and make our staff feel like the most important people in the world. Then, the summer gets rolling and subconsciously, we think of staffing as "done" for the year - and the staff notice. Call it generational, call it COVID-related, but it's clear that retaining our staff is not a year-to-year initiative, it's week-to-week. Join Matt as he walks through some of his best practices for helping staff realize their value as a difference-maker at camp and choose to see their contract through. You'll walk away with practical and proven strategies that you and your leadership team will be able to use this summer.	Matthew Wilfrid is passionate about supporting communities, developing young leaders and teaching the world about the true value of camp. Matt's diversity of work within education and the camping industry gives him a unique perspective on what works (and what doesn't) when it comes to developing staff, creating innovative programming and teaching from a strength-based perspective. He has used his desire to serve, passions and strengths as a director at 4 different summer camps, as a teacher and podcast producer with Go Camp Pro. He is currently one of the Directors of Overnight Programs for Campfire Circle (formerly Camp Ooch & Trillium).
11:00 AM - 12:15 PM	Mississauga Room North Support: Administration & Property Staff Brought to you by CampBrain	Admins Unite! We're All in this Together What information should I collect on my registration form? How do other camps handle discounts? What kind of reports will I need for the summer? Is there an easier way to collect money from parents? Join this panel of seasoned camp administrators/directors to tackle these questions and many more. This is a collaborative session for us to discuss and share unique ideas and best practices. Ideal for camp administrators and those involved with the operational aspect of the camp office.	Rob Carmichael is the CEO at CampBrain and has spent 25+ years working with many different types of camps all across North America, and has seen how hundreds of camps handle their registration process, client communication and other details of their camp operations. Rob is also a past board member of the OCA and continues to volunteer his time with the OCA Finance Committee. Sam Butcher is the Associate Director of Operations at Onondaga Camp and has been a part of the camping community for over 25 years. Sam oversees all aspects of registration and manages the administrative team. Angela Dudych Angela is currently the Assistant Director at Appleby College and has been involved with Overnight/Tripping and Day Camps for over 20 years and has been at Appleby Camps since 2013. She loves all things camp, organizing, being proactive and setting high standards for the team. Bronwyn Gorsline has been a Director at

			<p>Camp Oconto since 2018. She graduated from McGill University in 2009 and spent several years working in Corporate Social Responsibility in the mining industry, before making the decision to return to camping (she is a third generation Director). Bronwyn is passionate about children having the opportunity to attend camp and has volunteered with organizations such as Amici Camping Charity.</p> <p>Rankin Middlebrook is currently the Senior Manager, Recreational Learning at Harbourfront Centre in Toronto. Rankin has been volunteering with the Standards and Standards Review Committee for several years, and has been chairing the Standards Review Committee for the last two years.</p> <p>Patti Stulberg is the Registration Director/Bookkeeper for Camp Robin Hood, where she has worked full time for almost 40 years! Her twin daughters grew up at Camp Robin Hood and one of them is now part of the Senior Staff team.</p>
11:00 AM - 12:15 PM	<p>The Staging Room</p> <p>Program</p>	<p>Making the Most out of Your Low Ropes Course</p> <p>A low ropes course is a powerful tool for building community, developing leaders and social emotional learning. Join Brian Lisson as he shares innovative ways to make the most of your low ropes course. The workshop will explore strategies for designing and implementing an effective low ropes course program. Brian will share new activity variations for popular low ropes course elements from his soon to be released book: Fireball and other great low ropes course activities. The workshop includes hands-on examples of activities.</p>	<p>Brian Lisson has been facilitating and building low ropes courses for 35 years. Brian is the President and Founder of Adventureworks Associates, Inc.</p>
11:00 AM - 12:15 PM	<p>Conference Room</p> <p>The Camper</p>	<p>The Power of Play</p> <p>Play builds culture. It increases joy, creativity, unity, energy, health and happiness, all while reducing stress. Camps that provide opportunities for their staff and campers to meaningfully connect in play help foster life-long bonds, build friendships and lasting memories. In this workshop, Daniel will highlight the tangible benefits of embracing play across your organization throughout the year to help create a memorable and</p>	<p>Dr. Daniel Warner is a digital health innovator, entrepreneur, advisor and speaker on a mission to improve families' lives through innovation, technology and community. He has more than fifteen years of experience creating and scaling new ventures, including a company exit to Groupon. Following an unexpected Crohn's Disease diagnosis in 2015, Daniel committed himself to improving health care access as a co-founder of MediSeen and KixCare Pediatrics. Daniel has served on advisory boards for the Premier's Digital Health and Innovation Council, #Tech4SickKids initiative, Sinai Health's IBD</p>

		<p>differentiated experience that people love and share with others.</p>	<p>Cabinet and an instructor at Schulich School of Business Executive Education Centre. Daniel lives in Toronto with his wife and three young daughters. He holds an MBA from Schulich and has raised more than \$1.5M for charitable causes focusing on pediatric health and wellness.</p>
<p>11:00 AM - 12:15 PM</p>	<p>Training Mental Health</p>	<p>Who to Turn To: Exploring Mental Health Support for Camps</p> <p>Choosing to work with a professional mental health support person can be a big decision. This workshop is designed to help camps decide if a specific mental health role is right for their camp, and how to choose someone who will be the right fit for their organization. Practical decision making questions and techniques will be provided to participants. Additional resources will be given for organizations not looking to integrate a specific employee portfolio.</p>	<p>Suzanne Ross works with both the micro and macro levels of mental health support, providing organizations with both front line, supportive counselling as well as high level training and consulting. Suzanne is a former Youth Outreach Worker and is a trained Emergency Medical Dispatch Operator. Suzanne attended Western University and is currently completing an additional degree at Seneca College. She is a passionate advocate for mental health and addiction recovery. She has a long history with camps in Ontario having been a camper, leadership participant, camp and outdoor centre staff. Suzanne is also the mother of a camper, which gives her a comprehensive perspective when consulting or developing training. Suzanne's approach encompasses practical, proven techniques with kindness, humour, and effective communication. Suzanne is also a trained Mental Health First Aid Instructor with the Mental Health Commission of Canada, for both the MHFA Standard (Basic) and MHFA Supporting Youth streams of training. Some of Suzanne's past clients include CNIB Lake Joe, Camp Wenonah, and The Town of Aurora Chamber of Commerce. Suzanne's all-time favourite camp song is Closer to Fine by the Indigo Girls and she once placed 3rd in a chilli cook off.</p>
<p>11:00 AM - 12:15 PM</p>	<p>Meeting West Trending Topics</p>	<p>International Staff - Successful Integration and Time Off Challenges</p>	<p>Cindy Benedek is originally from Ottawa. She is a former camper, staff, supervisor & camp director with over 25 years of experience working with children, adolescents and young adults. Based on her summers at camp, she decided to become an educator, and has had a career working with exceptional humans throughout her entire adult life. She believes camp provides an unparalleled opportunity to participate in an environment that reinforces values, identity and community.</p> <p>Taylor Jacobson's love of camp started when she was 8 years old and attended camp for her first summer. Having moved from Toronto to Tennessee and back again, summer camp has been the best and most consistent thing in her life. She has seen camp in Ontario from many perspectives - camper, counsellor, unit head and staff coordinator. She is now the</p>

			<p>Placement Team Director at Camp Canada.</p> <p>Jonathan Nyquist the founder and current CEO of Camp Canada. Originally from the US, Jonathan spent summers as a child and young adult attending camps in Canada. He has worked at 10 camps and outdoor education centres in the US, Australia and Canada and loves working in a community of people who share a common purpose.</p>
<p>11:00 AM - 12:15 PM</p>	<p>Rogers Theatre</p> <p>Industry Sustainability</p> <p>Brought to you by Arthur J. Gallagher Canada Limited</p>	<p>Industry Sustainability - Day Camps</p> <p>Over the past few years, camping and outdoor education organizations have adapted in order to keep their operations running, their staff team paid and their doors open. Our industry wasn't alone in some of these adaptations but what, how and why we did things was very specific to our operations and intentional hard work preserved many of our operations. The children and youth connected to our camps and outdoor centres depended on this.</p> <p>Please join us in the Industry Sustainability sessions as we dig deep, through an interview format, on specific topics to unpack some things that were done, why these adaptations mattered and what we'll hang on to as we move forward with host, Jen Dundas. Time for crowdsourcing other best practices will be available in each session as well!</p> <p>Jen Dundas will be joined by Martine Broulliet, Camp Tournesol and Julie Gallie, City of Toronto, to dig into how their day camps adapted, managed, floundered and flourished during the past 3 years.</p>	<p>Jen Dundas has worked full time in camping since 1993, and has been in the role of the Executive Director at Camp Couchiching since 2016. Jen was the Camp Director at Camp Couchiching for the summers of 1997 to 2003 as well. Between her "stints" at Camp Couchiching, Jen worked with both provincial and national non-profit camping programs with Girl Guides, Diabetes Canada, the YMCA-YWCA of Guelph and Autism Ontario.</p> <p>Martine Broulliet (Camp Tournesol) is a Montreal-born French Canadian entrepreneur. Throughout her career, she has founded or co-founded several businesses across multiple industries, including a financial tech company, a film production company, and an emerging virtual learning company. She is the founder of Ontario's largest French-language day camp, Camp Tournesol. Faced with complete closure of her 3000+ campers in-person programs, she reorganized her operations, reduced operations expenses, invested aggressively in developing class content and leaned on her network to turn a moment of crisis into a huge success with 4000 registrations from March to August. In 2020, she received an award of excellence for her resilience, adaptability, and entrepreneurial spirit from Canadian Parents for French (Ontario). She is the winner of the Fondation Franco-Ontarienne's 2020 Entrepreneur of the Year award and the Mississauga Board of Trade Entrepreneur of the Year.</p> <p>Julie Gallie (City of Toronto)</p>
<p>12:30 - 1:45 PM</p>	<p>RBC Theatre</p> <p>Mental Health</p>	<p>MINI KEYNOTE - Healthy Boundaries For Thriving Camps</p> <p>Burnout has escalated over the last few years and is one of the most pressing challenges organizations face today. Creating healthy boundaries is essential for preventing burnout and</p>	<p>Bonita Eby is a Burnout Prevention Strategist and owner of Breakthrough Personal & Professional Development Inc. She specializes in burnout prevention and wellness for organizations and individuals at the intersection of health and leadership development. Bonita is on a mission to end burnout.</p>

		<p>creating a healthy company culture. This workshop will explore six factors that create burnout and provide boundaries for leaders and camp staff when leading teams and campers. You will learn: Research-based factors that contribute to burnout and how they are currently playing out; boundaries for leaders and staff to thrive; boundaries to create healthy camp relationships. Happy, healthy people create healthy camps that thrive.</p>	
<p>12:30 - 1:45 PM</p>	<p>Small Groups</p> <p>The Business of Camp</p>	<p>Value Proposition Worth Accelerated Commitment to Your Program</p> <p>Every camp offers a valuable experience for children; however, many camps are challenged to express this vision to prospective families in their marketing endeavors. You can do this by creating a compelling value proposition that will explain the unique experience that your camp delivers. Learn how to showcase the important benefits children and families will gain now and in the future by highlighting what sets your camp apart from the large number of alternative choices. Leave with a plan to develop your signature value proposition and integrate it throughout your outreach strategy in order to accelerate commitment to your camp program.</p>	<p>Lee Biear is a passionate believer in the summer experience for children. She brings 20 years of life experience as a marketing professional, entrepreneurial leader, camp director, and camp parent to drive aggressive growth in camp programs and staff development. She strives to teach innovative strategies, technology, and best practices to drive brand awareness and camp enrollment especially in saturated markets. Her sessions are fun, insightful, and chalk full of take-aways you can use at camp right away. Lee is looking forward to meeting everyone at her first OCA conference!</p>
<p>12:30 - 1:45 PM</p>	<p>Mississauga Room South</p> <p>Outdoor Education</p>	<p>Campers First!: A Staff Training and Certification Model CANCELLED</p> <p>This workshop will give participants the opportunity to get to know the Outdoor Council of Canada. You will learn who we are and what we do and, in addition, become familiar with our outdoor leadership certification program. Our six certification courses (Hiking, Paddling, Overnight, Winter, Equine, Instructor) and two training modules (Maps, Compass) provides a comprehensive staff training program in the foundations of outdoor leadership for all your summer camp and outdoor centre staff members. In this session you will not only learn about the FL Program and their participant- centred philosophy of programming and leadership, but also</p>	<p>Linda Leckie is the Program Coordinator for the Outdoor Council of Canada, and has enjoyed a lengthy career as an Outdoor and Experiential educator for over 45 years. Her beginning, as a wilderness guide for an Algonquin summer camp, ultimately led to the position of Director of Outdoor Education at a private school for girls. An Outdoor Pursuits degree from the University of Calgary, Teachers College, a Masters Degree in Outdoor Teacher Education, academic research on the role of the wilderness travel experience in education, coupled with numerous professional guiding certifications set the stage for this way of life. She continues to share her love for the trail with summer camps, outdoor organizations, and commercial guiding companies. Working with emergent outdoor professionals, facilitating training and certification programs in leadership, risk management, and outdoor skills remains an</p>

		get to sample some of our activities, case studies and other program materials that make up our curriculum.	ongoing interest today.
12:30 - 1:45 PM	Mississauga Room North Staff Engagement	The Book Does Not Exist! Get Creative in Working with Universities to Staff the Summer Join David as he shows some tips and tricks for how to make university and college connections that matter. During the session we will explore who to seek out and make connections to start telling your story and how to sell it. As well, we will discuss why a placement with you is the start of a valuable partnership, how to identify the right person to make the connection with and some additional tips and tricks. There may not be a book on how to recruit staff but here are at least a few chapters of it!	David Borsook is currently employed at Moorelands Kids as the Camp Director and has over 10 years' experience working in outdoor education. After graduating from the University of Toronto with an HBSc, he completed his BEd from the University of British Columbia. He has presented in a variety of settings such as the ACA Staffing Summit and is currently a trainer for the LEAD Camp Mental Health Certification and CPI's Non-Violent Crisis Intervention Blue Card. David has worked in a variety of camp and educational environments with children from wide ranging backgrounds and needs. He has a passion for empowering youth of all ages to realize their potential and become the positive leaders of tomorrow.
12:30 - 1:45 PM	The Staging Room Program	The Renewed Value of Icebreakers in Our Post-Pandemic World Teambuilding guru Dr. Jim Cain shares his favorite opening activities, icebreakers and get-acquainted activities and explains the renewed value these things have in a world more-than-ready to rebuild unity, community and connection after years of separation, isolation and social distancing.	Dr. Jim Cain is the author of 27 well-loved books filled with team and community building activities from around the world. His real-world in-person train-the-trainer events are legendary in the adventure-based learning community and his virtual activities are used around the world. Jim's most recent books include: <i>Extraordinary Facilitation</i> , <i>The Teambuilders Toolbox</i> , <i>The Adventure Trail</i> , and <i>Rise Again – The Story of the Mary Ellen Carter</i> .
12:30 - 1:45 PM	Conference Room The Camper	Preventing and Managing Eating Disorders At Camp This session will address ways of preventing, identifying, and managing Eating Disorders among campers and staff. Attention will be given to managing Eating Disorders safely both in day camp and overnight settings. The speakers will highlight environmental changes that can be made within the camp and cabin environments to reinforce healthy body image and recovery for those who are suffering or at risk.	Dr. Michele Foster received her Doctoral degree from the University of Toronto. She works with adolescents and adults experiencing mental health difficulties, drawing from evidence-based approaches including Dialectical Behaviour Therapy (DBT), Cognitive and Behavioural Therapy (CBT), and Cognitive Processing Therapy for PTSD. Dr. Foster completed her psychological residency at Ontario Shores Centre for Mental Health Sciences, as well clinical training through the Hospital for Sick Children, and Toronto General Hospital's Outpatient Eating Disorder Program. She has a strong interest in the treatment of emotion-regulation difficulties and self-harm among adolescents, and in the development and treatment of eating disorders among youth. Dr. Foster has presented workshops and facilitated groups at numerous schools and institutions throughout Toronto. She is passionate about Eating Disorder prevention among youth, athletes, and entertainers.

			<p>Dr. Nina Mafrić obtained her Doctoral degree from the University of Toronto. She works with adolescents and adults facing various mental health challenges. Her primary therapeutic modalities include Dialectical Behaviour Therapy (DBT), Cognitive Behaviour Therapy (CBT), Acceptance and Commitment Therapy (ACT), and mindfulness-based approaches. Dr. Mafrić's clinical training and professional experiences include psychology positions in outpatient, inpatient, day hospital, private practice, and community settings. She completed her psychological residency at Ontario Shores Centre for Mental Health Sciences and obtained clinical training from the Eating Disorders Program at The Hospital for Sick Children. She has longstanding clinical and research interests in the treatment and prevention of eating disorders and body image issues.</p>
<p>12:30 - 1:45 PM</p>	<p>Training Trending Topics</p>	<p>A 2022 Update on Drownings in Canada</p> <p>Drownings in supervised settings occur every year in Canada. Camp and Outdoor Education Centres must develop sound safety plans and training for staff in case of an emergency in and around water. During this session, Eric will also update the participants on drownings and non-fatal drownings that have occurred this past year in Canada with recommendations that have been presented by experts in this area.</p>	<p>Eric Shendelman (aka Shendy) has been actively involved in aquatics for the last 35 years. He started Shendy's in 1992. Shendy is the Past President of the Ontario Camps Association, Chair of the Canadian Camping Association Drowning and Injury Prevention Committee and a member of the Canadian Drowning Prevention Coalition. Shendy consults with a variety of camps, outdoor education Centres, golf clubs and community-based facilities on a regular basis. He is a regular speaker at conferences and events. Shendy has been recognized in the swim and camp industries with numerous awards for his service (Dorothy Walter Award of Excellence, Barb McIntock Memorial Communication Award, Preferred Vendor Award, Consumers Choice Award) Eric was a Camp Director at Camp Arrowhead (1997-2004) and Crestwood Valley Day Camp (2005-2014) as well as a Primary, Junior and Intermediate Teacher with the York Region District School Board (1993-2004).</p>
<p>12:30 - 1:45 PM</p>	<p>Meeting West Program</p>	<p>Meditation/Non-Violent Communication</p> <p>We are finding today we are facing a lot of different types of stressors. We are finding the impact of thoughts on our mind are having impact on our health. People are feeling a lot of anxiety and anger Due to these feelings research is</p>	<p>Alf Grigg CPF is an Honorary Life Member with the Ontario Camps Association. He has been a volunteer with Cedar Ridge Camp and Outdoor Education Centre for the last sixteen years. He was one of the first ten facilitators to be certified in Canada at the International Level with the International Association of Facilitators. 2016-2018 for the month of June each year he was brought in with the Mountaineering Association of China to help</p>

		<p>finding people have become more violent with their communication. In this workshop we will be looking at setting a positive, caring and sharing environment for communicating. This will help conflict resolution become easier, avoiding simple disputes and resolve difficult issues more effectively.</p>	<p>role out their Camp Counsellor Certification Program across China. 2020 the International Association of Facilitators Conference in Stockholm Alf's proposal to present a workshop in the need to develop Facilitation Courses in Colleges and for students using the outdoors was one of fifty proposals accepted out of two hundred and fifty proposals from around the world. Now having the greatest role in the world as a Grandpa he has the opportunity to be with Charlie's Angels. His daughter's dog, a Yellow Lab named Charlie, a young lad 3 years old and a set of twins a year and a half.</p>
<p>12:30 - 1:45 PM</p>	<p>Rogers Theatre</p> <p>Industry Sustainability</p> <p>Brought to you by Arthur J. Gallagher Canada Limited</p>	<p>Industry Sustainability - Overnight Camps</p> <p>Over the past few years, camping and outdoor education organizations have adapted in order to keep their operations running, their staff team paid and their doors open. Our industry wasn't alone in some of these adaptations but what, how and why we did things was very specific to our operations and intentional hard work preserved many of our operations. The children and youth connected to our camps and outdoor centres depended on this.</p> <p>This session will focus on how overnight camps specifically learned how to get creative in order to make it through the past 3 years. Joining Jen for these interviews will be Mark Diamond, Camp Manitou, and Jacob Rodenburg, Camp Kawartha. They'll chat through what they did, why they did what they did and what they've learned to carry forward for future operations.</p>	<p>Jen Dundas has worked full time in camping since 1993, and has been in the role of the Executive Director at Camp Couchiching since 2016. Jen was the Camp Director at Camp Couchiching for the summers of 1997 to 2003 as well. Between her "stints" at Camp Couchiching, Jen worked with both provincial and national non-profit camping programs with Girl Guides, Diabetes Canada, the YMCA-YWCA of Guelph and Autism Ontario.</p> <p>Mark Diamond, Camp Manitou was co-owner of Camp Manitou and has worked full time since 1999. Mark graduated from Osgoode Hall Law School and after a brief legal career became a contractor and real estate developer for many years. With the introduction of the new digital world he was CEO of Canada's first company creating web sites for the likes of Fedex and TD Bank. Mark grew up at Camp White Pine spending 16 years as a camper and staff and has sat on the board of the Ontario Camps Association for almost 15 years. One of Mark's goals has been to spend a lot of his time contributing to charitable causes outside of his work (including Heart to Heart, Save a child's Heart, Baycrest, Veahavta, Sick Kids etc). He has spearheaded with Jeff Wilson making the focal point of Camp Manitou around giving back, gratitude and value based programming through its ManitouCares Programming that operates not only during the summer camp but all year long.</p> <p>Jacob Rodenburg, Camp Kawartha is an award-winning educator with a teaching certification and master's in education who has taught in the field of Camping and Outdoor Education for more than 35 years. He is currently the Executive Director of Camp Kawartha, a summer camp, outdoor and environmental education centre. He teaches several courses at Trent University in environmental education. Jacob has published</p>

			<p>many articles on children, nature and the environment. Recently Jacob co-authored an award-winning book called “The Big Book of Nature Activities” with naturalist Drew Monkman just released his new book called “The Book of Nature Connection.”</p>
<p>2:00 - 3:15 PM</p>	<p>RBC Theatre</p>	<p>MINI KEYNOTE - Building More Equitable Workplaces for Women (And Everyone Else, Really.)</p> <p>The Women in Camp Summit isn't your typical camp conference; it's centred around the reality that gender inequality and injustices exist and impact the workplace. When the Summit was first established, there was pushback. Why do we need a Women in Camp Summit? Camp isn't like other industries! We treat women as equals. However, early days of marketing the Summit challenged these opinions, and the overwhelming number of stories shared by women in the profession made it clear that no - the camp industry, like every other profession - needs to take intentional action at workplace equality.</p> <p>Using real stories shared by women in the industry, Colette will explore how camps can tackle bias in the workplace, including organizational policies and culture. With the growing trend of camps working to adopt Diversity, Equity, & Inclusion (DEI) practices, this session offers a deep dive into ways in which creating a more equitable workplaces benefits everyone, including people of all genders.</p>	<p>Colette Marquardt is the Executive Director of the American Camp Association, Illinois. Since jumping into her leadership, Colette has been passionately working at helping the camp community be the model for a more just and equitable professional industry. Prior to joining ACA Illinois as the Executive Director, Colette was a camp director for camps throughout the Midwest. Colette has held various roles within ACA and the professional association world through volunteer and training work, including serving on the multiple DEI and workplace culture committees. Colette's work at ACA Illinois includes leading the largest federally funded campership program in the US, working directly with the State of Illinois, and developing programs and resources that encourages camps to be higher quality and safer for campers and staff.</p> <p>While Colette has been awarded several honours for her work in leading the community and innovative professional development, her most favourite award received was when she was seven at summer camp. Colette was presented the “Spider Buddy” award for her willingness to remove spiders from the platform tents of her fellow campers. Colette lives in Chicago with her partner, Shena.</p>
<p>2:00 - 3:15 PM</p>	<p>Small Groups</p> <p>The Business of Camp</p>	<p>Promoting Camp Fever All Year Round</p> <p>Want to do something exciting and innovative with your camp marketing engagement, but don't know where to start? This session will focus on revitalizing your connection to current campers and extending your reach to ideal future campers. You will learn: to identify your secret marketing</p>	<p>Lee Biear is a passionate believer in the summer experience for children. She brings 20 years of life experience as a marketing professional, entrepreneurial leader, camp director, and camp parent to drive aggressive growth in camp programs and staff development. She strives to teach innovative strategies, technology, and best practices to drive brand awareness and camp enrollment especially in saturated markets. Her sessions are fun, insightful, and chalk full of take-aways</p>

		resources (already in your back pocket) to promote your distinctive camp program and traditions; how to build additional marketing assets into your summer program for year-round connection with current campers; what a complete, modernized digital marketing strategy looks like to attract new campers, and; where to invest your time and resources to get the most accomplished what other camps have achieved with these success strategies.	you can use at camp right away. Lee is looking forward to meeting everyone at her first OCA conference!
2:00 - 3:15 PM	Mississauga Room South Outdoor Education	<p>Understanding the Ontario Physical Activity Safety Standards in Education (OPASSE) - OPHEA Panel</p> <p>During this session individuals and organizations in the outdoor community will develop a deeper understanding of: How these safety standards support Ontario school boards in creating and sustaining a culture of safety mindedness and school board employees in adopting a risk management approach; The role of the Outdoor Education Safety and Injury Prevention Advisory Committee (Out. Ed. SIPAC) and the process by which the safety standards are developed, reviewed, and revised; How new activity pages or modifications to the existing safety standards can be requested and safety questions submitted; and Recent updates to the safety standards, and safety standards that are currently being reviewed and revised specific to Outdoor Education activities.</p>	<p>Joanne Walsh, is an OPHEA Curriculum and Safety Consultant, She has a B. Ed from Brock University, a B.A. from York University and her ORT from Seneca College. She is the former Coordinator of Health and Physical Education, Outdoor Education and Interschool Athletics Halton DSB, and currently is a part time sessional Instructor at the Brock University Faculty of Education. She's been a member of the SIPAC for 10 years, and is an enthusiastic paddler, swimmer, XC skier, traveller and animal lover</p> <p>Al Faucon is an OPHEA Outdoor Education Safety Consultant. He is a retired High School Teacher, who taught outdoor education , physical education and media arts. He is an ORCKA instructor and volunteers with ORCKA as the Chair of Schools, the Chair of Regional Development, and is a Francophone Liaison. His other affiliations include Get Kids Paddling , The National GPS Certification (Instructor) and the Lifesaving Society – Bronze Cross.</p> <p>Stéphane Giroux is a Content Specialist at OPHEA. He has been working on the Ontario Physical Activity Safety Standards in education (Ontario Physical Education Safety Guidelines) for over 12 years. He has also been working with the Safety and Injury Prevention Advisory Committee for 10 years, and is a happy camper, hiker, paddler, skier, and photographer.</p>
2:00 - 3:15 PM	Mississauga Room North The Business of Camp	<p>Trends in Employment Law - Terminations</p> <p>It's never fun to think about terminating employees, but these things happen and it's best to be prepared. Tailored to the camp setting, this session will walk attendees through termination basics, including the practical dos and don'ts when terminating staff. You'll learn how to comply with your legal</p>	<p>Brooke Auld is an Associate at Piccolo Heath LLP. She has experience assisting both employee and employer clients navigate their employment relationships from beginning to end (and everything in between). Brooke is a strong advocate for clients and values working collaboratively with them to achieve the best results before litigation. Brooke has represented clients before various tribunals and courts such as the Ontario Labour Relations Board, the Ontario Human Rights</p>

		requirements; best practices to consider before, during and after a termination; and what to avoid during a termination.	Tribunal and the Superior Court of Justice. Having spent almost 18 summers attending and working at OCA camps, Brooke is familiar with the issues that can arise at summer camps and outdoor education centres. When not at work, Brooke enjoys taking her unruly English Springer Spaniel for long walks and working as her husband's sous chef.
2:00 - 3:15 PM	The Staging Room Program	The Adventure Trail An expedition of discovery that explores the stages of group development and connects participants to each other while immersed in the natural world surrounding them. In this workshop, teambuilding guru Dr. Jim Cain shares the content of his soon to be released book, featuring a plethora of simple activities that you can use to bond your staff together and create lasting relationships for campers.	Dr. Jim Cain is the author of 27 well-loved books filled with team and community building activities from around the world. His real-world in-person train-the-trainer events are legendary in the adventure-based learning community and his virtual activities are used around the world. Jim's most recent books include: <i>Extraordinary Facilitation</i> , <i>The Teambuilders Toolbox</i> , <i>The Adventure Trail</i> , and <i>Rise Again – The Story of the Mary Ellen Carter</i> .
2:00 - 3:15 PM	Conference Room Equity and Diversity	Today's Context: Supporting LGBTQ2S+ Campers and Staff while Addressing (potentially) Problematic Traditions and Rituals Camp is rooted in tradition. This session will look at how to ensure that we are supporting some of our most vulnerable campers and staff and adjusting traditions, activities and programs to meet everyone's needs.	Michael Waxman is a social worker in private practice focusing on the mental health of adult men, children, teens and young adults of any gender. Michael has over 25 years experience in camping and most recently has been focusing on staff training, mental health, helping camps work through tragic incidents and making camps safer spaces for LGBTQ2S+ campers and staff.
2:00 - 3:15 PM	Training Trending Topics	ICF Spain As with past ICC's across the world, Congress 2023 brings together camp professionals and friends from across the world for a unique sharing of camp program, business, research and fellowship. The additions of travel to Spain and involvement of the European camp community makes this Congress truly special. This session provides full details on the value of this type of gathering and unveils some of the unique features of this year's Congress.	John "Jorgi" Jorgenson is an OCA Honorary Life Member and Board member of the International Camping Fellowship. He has been an active planner in the International Camping Congress scheduled for Tarragona, Spain in October 2023.
2:00 - 3:15 PM	Meeting West Outdoor Education	Risky Play The Risky Play session will include: exploring the importance of risky play in child development, learning, and	Sinéad Rafferty is a Registered Early Childhood Educator and Forest School Practitioner with a Masters of Environmental Studies and a Graduate Diploma in Environmental and Sustainability Education.

		<p>health; research and language around how to support risky play; and how camps can conduct risk/benefit assessments and include children in the assessment and management of risk.</p>	<p>Her graduate research focused on pedagogies for childhood, nature and place in early childhood education, which was selected for the Outstanding Graduate Student Paper Series for the Faculty of Environmental Studies at York University. Deeply inspired by models of Forest Schools as a form of transformative education, Sinéad is moved by the momentum of forest school approaches that are rippling across Canada. Since completing her masters, Sinéad facilitates professional learning experiences on topics related to environmental education, ecological literacy and outdoor, nature-based play in early childhood. Sinéad is passionate about nature cultures of play and learning that nurtures child-educator-land worldmaking among Toronto's urban ravine ecologies. When Sinéad is not playing outside with children in her preschool and forest school programs, she is playing outside with friends and loved ones on canoe and kayak trips or encountering the nooks and crannies of Toronto's riverscapes by boots or bicycle.</p>
<p>2:00 - 3:15 PM</p>	<p>Rogers Theatre</p> <p>Industry Sustainability</p> <p>Brought to you by Arthur J. Gallagher Canada Limited</p>	<p>Industry Sustainability - Financial</p> <p>Over the past few years, camping and outdoor education organizations have adapted in order to keep their operations running, their staff team paid and their doors open. Our industry wasn't alone in some of these adaptations but what, how and why we did things was very specific to our operations and intentional hard work preserved many of our operations. The children and youth connected to our camps and outdoor centres depended on this.</p> <p>Please join us in the Industry Sustainability sessions as we dig deep, through an interview format, on specific topics to unpack some things that were done, why these adaptations mattered and what we'll hang on to as we move forward with host, Jen Dundas. Time for crowdsourcing other best practices will be available in each session as well!</p> <p>Howie Grossinger, Robin Hood Day Camps/Camp Walden and Janet Cottreau, Red Pine Camp Inc. (a Family Camp), will join Jen to discuss how they had to adapt their operations to help ensure their financials were in a spot that didn't burden their future viability, decreased their burn rate and</p>	<p>Jen Dundas has worked full time in camping since 1993, and has been in the role of the Executive Director at Camp Couchiching since 2016. Jen was the Camp Director at Camp Couchiching for the summers of 1997 to 2003 as well. Between her "stints" at Camp Couchiching, Jen worked with both provincial and national non-profit camping programs with Girl Guides, Diabetes Canada, the YMCA-YWCA of Guelph and Autism Ontario.</p> <p>Janet Coutreau (Red Pine Camp) is the Executive Camp Director at Red Pine Camp, a family camp west of Ottawa. Janet has her MA in Child Studies and Education and worked in the world of high tech in marketing then as a teacher in Toronto and Ottawa before entering the full-time camping world in 2018. Janet has worked in both children's and family overnight camping and loves nothing more than being in the backcountry with friends and family enjoying the outdoors.</p> <p>Howie Grossinger (Camp Robin Hood and Camp Walden) has been in a leadership position at Camp Robin Hood for 35 years. As co-owner of Camp Robin Hood and Camp Walden, Howie has a wide-range of knowledge and experience in both day and overnight camp operations. Howie is also a Past-President of the OCA.</p>

		were most cost effective to move through those tough times.	
3:30 - 4:45 PM	Small Groups Support: Administration & Property Staff Brought to you by CampBrain	10 Tools to Stay Organized and Get Tasks Done on Time We will review 10 software applications, many of which are free, and the ways you can use them to save you time and get more done.	Shane Miskin is the founder of CampBrain. He will automate any task he can find, even if it takes 10 x longer to automate the task than it would to just do it manually. He forgets anything and everything, and relies heavily on technology to stay even remotely organized to get stuff done.
3:30 - 4:45 PM	Mississauga Room South Outdoor Education	Climate Resilience - How To Deal With Anxiety In The Out Of Doors Climate change is making summer camp more unpredictable. Mental health issues are making campers also unpredictable. Create safer spaces to unpack the issues of both and create calmer well-being. Tips and solid practices to be shared.	Bonnie Anderson
3:30 - 4:45 PM	Mississauga Room North Trending Topics	Trends in Employment Law - Best Practices Times are changing! This informative and fast-moving session will cover recent changes and emerging trends in Ontario employment law. We'll tailor the topics to cover the most pressing issues in March 2023, including topics that are relevant to the camp setting. Anticipated topics of discussion will include: Best practices for managing COVID-19 in the "new normal"; addressing harassment and sexual harassment; policy must-haves and nice-to-haves; and emerging employment law trends.	Janet Lunau is an employment lawyer at Piccolo Heath LLP. She works with employers and employees in an advisory capacity to help them understand their rights and obligations and resolve issues before litigation arises. In addition to being a trusted advisor, Janet is also an experienced litigator with a solid background in civil litigation. If problems do arise, her experience in court is invaluable in helping clients get the result they are after. She has represented clients at all stages of litigation, at all levels of court in Ontario. She has also represented clients in private arbitration and in administrative proceedings. Beyond her employment law practice, Janet loves getting outdoors with her kids, visiting farmers' markets, baking, and exploring Toronto.
3:30 - 4:45 PM	The Staging Room Program	Extraordinary Facilitation – Insights from Fifty Years of Working and Playing with Groups In this workshop, Dr. Jim Cain shares dozens of valuable tips to help you become a better facilitator. Including advice from more than twenty other world-class facilitators, teachers, trainers and group leaders of all kinds.	Dr. Jim Cain is the author of 27 well-loved books filled with team and community building activities from around the world. His real-world in-person train-the-trainer events are legendary in the adventure-based learning community and his virtual activities are used around the world. Jim's most recent books include: <i>Extraordinary Facilitation</i> , <i>The Teambuilders Toolbox</i> , <i>The Adventure Trail</i> , and <i>Rise Again – The Story of the Mary Ellen Carter</i> .

<p>3:30 - 4:45 PM</p>	<p>Conference Room</p> <p>Mental Health</p>	<p>Mental Health Strategies: Flourishing In A Stressed-Out World</p> <p>Over the past three years, stress levels have escalated, affecting people's mental health. In this workshop, you will learn practical mental health strategies that work in real life. First, we'll define how stress works and which parts you can control. Then, you'll learn mental health strategies based on stress management techniques that we'll practice together so the next time you experience stress, you'll know exactly what to do about it.</p>	<p>Bonita Eby is a Burnout Prevention Strategist and owner of Breakthrough Personal & Professional Development Inc. She specializes in burnout prevention and wellness for organizations and individuals at the intersection of health and leadership development. Bonita is on a mission to end burnout.</p>
<p>3:30 - 4:45 PM</p>	<p>Meeting West</p> <p>Equity and Diversity</p>	<p>Difficult Conversations: Being Proactive About Issues Of Race And Difference</p> <p>Preparing your camp to be welcoming and inclusive is hard but necessary work. In this session, we will discuss how to approach sensitive conversations related to race and diversity with confidence and sensitivity. Participants will be equipped with the tools needed to have intentional conversations around these topics in a proactive manner.</p>	<p>Chris Hudson received his Master's in Social Work from New York University and launched into providing clinical services to children and families. He went on to teach elementary school New York City public education system but returned to social work soon after as Assistant Director of Comprehensive Family Services, an organization that provides clinical and therapeutic services to court involved families and children. Chris's passion has been to provide children with safer spaces to express themselves and grow. That passion led him to being a fixture on the summer camp scene for over 25 years. Chris successfully blended his educational training in social work and varied experiences within summer camps by authoring a curriculum based on deliberate communication, active listening, and promoting positive behaviour through creating culture. In 2011, Chris co-founded Camp Highlight, a sleepaway camp program for children of LGBTQ families. As Camp Director, his curriculum serves as the foundation through which LGBTQ families connect with each other and ensure that their children develop in an inclusive and loving environment. Chris has trained groups at the Legal Aid Society, the Department of Probation, and summer camps within the tri-state area about creating inclusive spaces for LGBTQ clients and colleagues. Since he likes to stay busy, he took on the role of Social Work Director at an arts focused middle school in East Harlem, New York and is an adjunct lecturer and advisor at the Columbia School of Social Work, where he prepares social workers for the profession.</p>
<p>3:30 - 4:45 PM</p>	<p>Rogers Theatre</p> <p>Industry</p>	<p>Industry Sustainability - Staffing</p> <p>Over the past few years, camping and outdoor education organizations have</p>	<p>Jen Dundas has worked full time in camping since 1993, and has been in the role of the Executive Director at Camp Couchiching since 2016. Jen was the Camp Director at Camp</p>

	<p>Sustainability</p> <p>Brought to you by Arthur J. Gallagher Canada Limited</p>	<p>adapted in order to keep their operations running, their staff team paid and their doors open. Our industry wasn't alone in some of these adaptations but what, how and why we did things was very specific to our operations and intentional hard work preserved many of our operations. The children and youth connected to our camps and outdoor centres depended on this.</p> <p>Please join us in the Industry Sustainability sessions as we dig deep, through an interview format, on specific topics to unpack some things that were done, why these adaptations mattered and what we'll hang on to as we move forward with host, Jen Dundas. Time for crowdsourcing other best practices will be available in each session as well!</p> <p>Kevin Linder, University of Guelph Camps, and Ilana Stoch, Camp Kodiak, join Jen to discuss a hot topic- Staffing! Many things are different from how we operated in 2019 and staffing was a significant factor in this. Retaining staff through the past 3 years and methods of recruiting in a staffing "desert" will be just some of the conversations.</p>	<p>Couchiching for the summers of 1997 to 2003 as well. Between her "stints" at Camp Couchiching, Jen worked with both provincial and national non-profit camping programs with Girl Guides, Diabetes Canada, the YMCA-YWCA of Guelph and Autism Ontario.</p> <p>Kevin Lindner, University of Guelph Camps</p> <p>Ilana Stoch, Camp Kodiak has been working at Camp Kodiak since it began in 1991. After completing her undergraduate degree in environmental studies, Ilana spent a few years working in the fields of outdoor education and adventure recreation before earning her Bachelor Degree in education. She worked as a classroom teacher, special education support teacher, ESL teacher and middle school guidance counsellor over the course of 15 years with the Peel District School Board. Following the death of her father, Dave, who created Camp Kodiak, Ilana moved on to the year-round position of Director.</p>
--	--	--	---

Sessions at a Glance - Friday March 31, 2023

Click the session title (underlined) to learn more about the session!

Click the room name to see the location on the map!

		<u>SMALL GROUPS</u>	<u>MISSISSAUGA ROOM SOUTH</u>	<u>MISSISSAUGA ROOM NORTH</u>	<u>STAGING</u>	<u>CONFERENCE ROOM</u>	<u>TRAINING</u>	<u>MEETING ROOM WEST</u>	<u>ROGERS</u>
9:15 - 10:30 AM		<u>10 Innovative Tools and Activities to Conduct a Green Needs Assessment</u> Danny Sudman	<u>The OCA Risk, Emergency and Crisis Guide</u> Thomas Appleyard and Dori Wilner	<u>Equity, Diversity and Inclusion in the Outdoors</u> Allan Wilson	<u>Creating a Culture of Daily Change</u> Travis Allison	<u>How to Make Inclusion Inclusive: Supporting Neurodivergent Campers</u> Lindsay Tremmel	<u>Health & Safety: Training, Certification and Record Keeping Information Session</u> Pamela Patry	<u>Creating A Strong, Intentional, And Positive Staff Culture</u> Chris Hudson	<u>Industry Sustainability - Outdoor Education Centres</u> (panel with Jen Dundas, Dana Leahy, and Brandon McClounie)
11:00 AM - 12:15 PM	OCA [Re]Connects 2023 Exhibit Show 10:00 a.m. - 3:00 p.m.	<u>Making Our History Matter With Archives Panel</u> (with Karen Suurtamm, Diane Blair, Liz Greenway, Marilee MacFarlane, Catherine Ross and Patti Thom)	<u>Trade and Consequences - Another Way of Knowing</u> Bonnie Anderson	<u>2SLGBTQ+ Camp Inclusion</u> Kelsey Harpur	<u>Post Pandemic Realness: Addressing Your Staff's Knowledge Gap And Emotional Road Blocks</u> Gabrielle Rail	<u>Fight, Flight, Freeze, Appear: Recognizing Stress Response Behaviours And Developing Tools For Your Staff And Campers</u> Jessica Faith	<u>Empowering Staff to Inspire Green Behavior Change</u> Danny Sudman	<u>Best Practices for Responding to Challenging Personal Interactions at Camp</u> Robin Squires	<u>Industry Sustainability - Non-Profit Camps</u> (panel with Jen Dundas, Ross McIntyre and Joe Richards)
12:30 PM - 1:45 PM		<u>Focus on Camp Research</u> Dr. Stephen Fine, Tad McLlwraith and Victoria Povilaitis	<u>Marketing 3 R's: Recruitment (Staff/Campers), Retention and Revenue</u> Neil Persaud	<u>Promoting Healthy Child Development at Camp</u> Michael Waxman	<u>What's The Deal With Standards?</u> Heather Davidson and Rankin Middlebrook	<u>How To Teach And Encourage Staff To Self-Praise and Know When They're Doing A Good Job</u> Robynne Howard	<u>Preserving & Maintaining Sewage Infrastructure at Camp</u> Rob Davis	<u>Not Another Mental Health Talk: Camp Wellness in 2023</u> Emma Fogel	<u>Your Camp's Staff Alumni: The Hidden Asset</u> Jeff Bradshaw
2:00 - 3:15 PM		<u>Digital Marketing 101: Upgrade Your Social Media Game By Keeping It Real</u> Jeff Blay and Nicolas Mertens	<u>Plants with Purpose</u> Bonnie Anderson	<u>Queering Camp: Approaches to Creating Inclusive Experiential Education Spaces for Queer and Trans Youth of Colour</u> Ryan Persadie	<u>Your Camp Health Centre - The Essentials</u> Bev Unger and Nancy Vandenberg	<u>Screen Me Sun Aware</u> Falyn Katz	<u>Barriers and Motivators to Camp Sustainability Green Camps</u> Danny Sudman	<u>Supporting Kids in Recovering from Pandemic Grief</u> Charmaine Hammond	<u>How to Recruit More Diverse Staff</u> Rachel Kent
3:30 - 4:30 PM	Friday Forums								
4:45 - 6:00 OCA [Re]Connects 2023 Exhibit Show After Party in LIVE! (At Living Arts Centre)									

Stream Legend			
OCA Stream	Industry Sustainability Brought to you by Arthur J. Gallagher Canada Limited	Trending Topics	Mental Health
Staff Engagement	Program	Equity Diversity	The Business of Camp
The Camper	Support: Administration & Property Staff Brought to you by CampBrain	Camp Director ABCs	Outdoor Education

Time	Location	Session Information	About the Presenter
<p>9:15 - 10:30 AM</p>	<p>Small Groups</p> <p>Support: Administration & Property Staff</p> <p>Brought to you by CampBrain</p>	<p>10 Innovative Tools and Activities to Conduct a Green Needs Assessment</p> <p>When it comes to “greening” your camp facility and programs it’s not always easy to know where to start. This session will provide 10 innovative tools and activities to evaluate and measure opportunities to help your camp access the environmental, educational and economic benefits of going green. From collecting and evaluating data about energy consumption to conducting a waste audit, we want to empower your team to make informed decisions about what “green actions” will most benefit your camp. You will receive write ups for each activity that will engage and empower your campers and staff in taking meaningful sustainable action at camp and when they return home.</p>	<p>Danny Sudman founded Green Camps in 2014, believing 100% in the extraordinary ability of the camp community to inspire and develop the next generation of environmental leaders. Growing up, Danny spent 16 summers at YMCA Camp Hanes in North Carolina – first as a camper and later as a camp counselor. After receiving his BA in Sociology from North Carolina State University, he went on to join the leadership team at Catalina Island Camps where he managed the challenge course program and served as an environmental educator. While on the island, he completed the Catalina Environmental Leadership Program, an initiative of Jean Michel Cousteau’s Ocean Futures Society. Danny is an active member of the American Camp Association and the Association of Environmental and Outdoor Educators. His service to the camp community was recognized in 2011 with the Rising Star Award and in 2014 with the Paul Somers Golden Acorn.</p>
<p>9:15 - 10:30 AM</p>	<p>Mississauga Room South</p> <p>About OCA</p>	<p>The OCA Risk, Emergency and Crisis Guide</p> <p>The OCA has refreshed and updated the 2015 Crisis Response Manual to create a new Risk, Emergency and Crisis Resource Guide. This guide helps camps and OECs to do the planning needed to be ready to respond effectively to emergencies and crises.</p> <p>In this session, you’ll hear from two authors of the new guide: Thomas Appleyard, and Dori Wilner. They will walk participants through how to apply the ideas in the guide to a camp/OEC, including real-world examples. If your camp/OEC is looking to update risk, emergency or crisis protocols and plans, this session is for you!</p>	<p>Thomas Appleyard is an independent management consultant and facilitator, and a Preferred Vendor of the Ontario Camps Association. He has 20 years experience in emergency management. Thomas is also a member of the Camp Safety Network and Part-time Faculty at the Schulich School of Business.</p> <p>Dori Wilner is the Recreation Coordinator – Camps and Inclusion with the Township of King. She has been in the camp industry for 10+ years, with various positions in day camp, overnight camp and outdoor education and moving her way up to my current management role. Her degree/experience in Community Recreation and Leisure Studies and Child and Youth Studies from Brock University informs her work and camp philosophy. She is passionate about inspiring youth to meet their full potential through recreation and leisure, and volunteers with the OCA on the Membership Committee, as a member of the OCA Risk, Emergency and Crisis Resource Guide working group, and as a Standards Visitor.</p>
<p>9:15 - 10:30 AM</p>	<p>Mississauga Room North</p> <p>Program</p>	<p>Equity, Diversity and Inclusion in the Outdoors</p> <p>Outward Bound Canada Training</p>	<p>Allan Wilson is a fierce advocate for equity, diversity, inclusion and social justice. He holds a Bachelors in Business Administration from Universidad Catolica Santa Maria La Antigua,</p>

	<p>Equity and Diversity</p>	<p>Academy for Outdoor Professionals (the "Training Academy") is funded by the Government of Canada's Sectoral Initiatives Program, was established in 2022 to develop desired industry skills to meet the high demand, and increase access and accessibility for underrepresented communities to diversify the face and practices of the outdoor industry. It offers a unique and innovative blend of Outdoor in-field trips combined with Centre-Based Learning, the Training Academy imparts both technical, social and emotional skills to its participants. It's no secret that the outdoor sector in Canada has seen a lack of diversity and, as such, the Training Academy aims to correct this through its accessible and inclusive model. The Training Academy's goal is to develop the next generation of outdoor leaders who will not only be technically proficient, but also possess the social and emotional intelligence necessary to help build a brighter outdoor industry for all; ensuring that everyone is able to connect back to nature in their own unique way and create safe spaces that encourage inclusivity and equity.</p>	<p>in Panama City and an M.A. in Arts from York University. Coming from the performing arts, he has presented for thousands of people in Panama, United States and Canada. Allan speaks Spanish, Portuguese, French and English, he has incredible skills in researching, connecting, cultivating and stewarding community relationships. He has worked in Alberta delivering Anti-Racism and Anti-Oppression programs, he has been the liaison of various collaborations between non-profit organizations, companies and diverse communities in Toronto and London, Ontario.</p>
<p>9:15 - 10:30 AM</p>	<p>The Staging Room</p> <p>Staff Engagement</p>	<p>Creating a Culture of Daily Change</p> <p>Summer Camps are facing an incredible crunch in time, money and human resources. Learn how to develop a Lean mindset for yourself and your organization so that you can eliminate as much waste (not just the garbage kind) as possible so that you can focus on delivering excellent programs to your clients.</p>	<p>Travis Allison has become one of the top "go to" international experts and consultants in camp and is one of the most popular camp speakers at coast to coast conferences in the US and Canada. He is one of the co-founders of GoCamp.Pro, produces the highly popular Go Camp Pro podcasts and founded the Summer Camp Professionals group on Facebook. His particular expertise is in innovative strategies to use social media and other online marketing tools for camper recruitment and retention.</p>
<p>9:15 - 10:30 AM</p>	<p>Conference Room</p> <p>The Camper</p>	<p>How to Make Inclusion Inclusive: Supporting Neurodivergent Campers</p> <p>What should inclusion in a camp environment really look like? Inclusion is not a place or a protocol, but a camp wide commitment to meeting the needs of every camper. Lindsay Tremmel is a Board Certified Behaviour Analyst working for The Village Because It Takes One Inc., an ABA centre dedicated to supporting children with ASD and</p>	<p>Lindsay Tremmel is a Board Certified Behaviour Analyst working for The Village Because It Takes One Inc., an ABA centre dedicated to supporting children with ASD and their families. In her 10+ years of experience supporting neurodiverse children in a variety of camp settings, she has some lessons learned.</p>

		<p>their families. In her 10+ years of experience supporting neurodiverse children in a variety of camp settings, she has some lessons learned. This session will aim to answer the question:</p> <p>“Is my camper inclusion plan truly inclusive?” and provide you with concrete takeaways to help you strive for improvement.</p>	
<p>9:15 - 10:30 AM</p>	<p>Training</p> <p>Support: Administration & Property Staff</p> <p>Brought to you by CampBrain</p>	<p>Health & Safety: Training, Certification and Record Keeping Information Session</p> <p>Join Pamela Patry from WORKPLACE SAFETY & PREVENTION SERVICES (WSPS) for an interactive session on health and safety due diligence and training for facilities personnel. You'll discuss:</p> <ul style="list-style-type: none"> ▪ Have you considered additional certifications required for your facility or maintenance staff? ▪ What other training does your staff need beyond WHMIS? ▪ How updated are your records for training, policies & procedures? ▪ Why is record keeping important for investigating incidents? ▪ Other resources 	<p>Pamela Patry is a health and safety consultant with WSPS, specializing in services for small businesses across Ontario. She is a dynamic speaker with an honours degree in Outdoor Recreation, Parks and Tourism (HBOR) from Lakehead University and has a passion for providing simple safety solutions. Pam is also an avid outdoors person and has years of summer camp experience. She spent her childhood summers working at various overnight and day camps across Ontario and USA. Pam is excited to join you at the Ontario Camps Association Conference to share information on the latest in occupational health and safety.</p>
<p>9:15 - 10:30 AM</p>	<p>Meeting West</p> <p>Equity and Diversity</p> <p>Staff Engagement</p> <p>Trending Topics</p>	<p>Creating A Strong, Intentional, And Positive Staff Culture</p> <p>Staff is the backbone of every camp and keeping that staff happy, healthy, and productive is key to our success. This session will cover the importance of clear communication, setting common goals, and fostering a culture of positivity and inclusiveness among staff members. Participants will learn practical strategies for promoting a positive staff culture, getting "buy in", and creating a memorable and safe summer camp experience for all.</p>	<p>Chris Hudson received his Master's in Social Work from New York University and launched into providing clinical services to children and families. He went on to teach elementary school New York City public education system but returned to social work soon after as Assistant Director of Comprehensive Family Services, an organization that provides clinical and therapeutic services to court involved families and children. Chris's passion has been to provide children with safer spaces to express themselves and grow. That passion led him to being a fixture on the summer camp scene for over 25 years. Chris successfully blended his educational training in social work and varied experiences within summer camps by authoring a curriculum based on deliberate communication, active listening, and promoting positive behavior through creating culture. In 2011, Chris co-founded Camp Highlight, a sleepaway camp program for children of LGBTQ families. As Camp Director, his curriculum serves as the foundation through which LGBTQ families connect with each other and ensure that their children develop in an inclusive and loving environment. Chris has trained groups at the Legal Aid Society, the</p>

			<p>Department of Probation, and summer camps within the tri-state area about creating inclusive spaces for LGBTQ clients and colleagues. Since he likes to stay busy, he took on the role of Social Work Director at an arts focused middle school in East Harlem, New York and is an adjunct lecturer and advisor at the Columbia School of Social Work, where he prepares social workers for the profession.</p>
<p>9:15 - 10:30 AM</p>	<p>Rogers Theatre</p> <p>Industry Sustainability</p> <p>Brought to you by Arthur J. Gallagher Canada Limited</p>	<p>Industry Sustainability - Outdoor Education Centres</p> <p>Over the past few years, camping and outdoor education organizations have adapted in order to keep their operations running, their staff team paid and their doors open. Our industry wasn't alone in some of these adaptations but what, how and why we did things was very specific to our operations and intentional hard work preserved many of our operations. The children and youth connected to our camps and outdoor centres depended on this.</p> <p>Please join us in the Industry Sustainability sessions as we dig deep, through an interview format, on specific topics to unpack some things that were done, why these adaptations mattered and what we'll hang on to as we move forward with host, Jen Dundas. Time for crowdsourcing other best practices will be available in each session as well!</p> <p>Dana Leahay, Camp Scugog/Camp Scugog Nature School, and Brandon McClounie, YMCA Greater Toronto Area, will join Jen to chat about what their seasonal and year-round Outdoor Centres did during the past 3 years that helped them remain relevant, continue to provide programming and to help engage youth, adults and families.</p>	<p>Jen Dundas has worked full time in camping since 1993, and has been in the role of the Executive Director at Camp Couchiching since 2016. Jen was the Camp Director at Camp Couchiching for the summers of 1997 to 2003 as well. Between her "stints" at Camp Couchiching, Jen worked with both provincial and national non-profit camping programs with Girl Guides, Diabetes Canada, the YMCA-YWCA of Guelph and Autism Ontario.</p> <p>Dana Leahy (Camp Scugog and Camp Scugog Nature School)</p> <p>Brandon McClounie (YMCA GTA)</p>

<p>11:00 AM - 12:15 PM</p>	<p>Small Groups</p> <p>About OCA</p>	<p>Making Our History Matter With Archives</p> <p>Celebrating a camp milestone soon? Want to know more about your camp history or how other camp leaders tackled a challenging issue? Don't miss this practical session with Karen Suurtamm, Archivist for OCA, CCA and other camp archives at Trent University and members of the OCA Archives Committee. Discover some of the many treasures in OCA's rich collection and how our past can help us prepare for the future. We'll also share tips and innovative ideas to help you access and navigate the collection quickly, get started with your own camp and/or personal archiving, use archives to engage your camp community in making history matter with your next big milestone and become part of OCA history with your archive donations!</p>	<p>Karen Suurtamm is the University Archivist and Head, Special Collections, at Trent University. She has worked as an archivist and archival educator for the last 15 years. Karen holds a Bachelor of Humanities with a concentration in English Literature from Carleton University, an MA in English Literature from Concordia University, and a Master of Information Studies from the University of Toronto. She is currently pursuing her PhD in Cultural Studies at Trent, where she is conducting SSHRC-funded research on the archives of incarceration.</p> <p>Diane Blair is an OCA Honorary Life Member, with a breadth of experience in the camp industry. She is currently the Chair of the OCA Archives Committee, and has been involved in camping as a camper, staff, director and OCA/CCA volunteer since 1968, including roles as OCA Vice President, Board Member, Chair and member of OCA Counselor Conference, Directors Conference and Education Committees. She also has been a CCA volunteer and Award of Merit Fellow, Society of Camp Directors Fellow, ICF member and multiple International Camping Congress delegate (Toronto -2, Washington , Quebec, Melbourne, Tokyo -2, and Turkey).</p> <p>Liz Greenway has been the Manager of Camping Services for YWCA Toronto's Camp Tapawingo since 1979. She is a past president of the OCA, an Honorary Life Member and a winner of the Dorothy Walter Award of Excellence. Liz presently sits on the OCA Awards Committee, the Archives Committee, and is a Standards Visitor. Liz is a member of the board of Kids In Camp.</p> <p>Marilee MacFarlane is an OCA Honorary Life Member and a member of the OCA Archives Committee. She has a breadth of experience in the camp industry, including: Workshop Leader, Third International Camping Congress, Toronto; President, Society of Camp Directors; Waterfront Director, Camp Oochigeas; Resource Counsellor, Ontario Camp Leadership Centre; Director of Camp Queen Elizabeth, London YM-YWCA residential camp; and the Steering Committee, First International Camping Congress, Toronto.</p> <p>Catherine Ross is an Honorary Life Member of the OCA. She serves on the Board of Kids in Camp Charity. She is a former member of the OCA and CCA Boards, and Past President of the Society of Camp Directors. OCA honoured her with the Dorothy Walter Award of</p>
-----------------------------------	---	---	--

			<p>Excellence and CCA awarded her the Ron Johnstone Lifetime Achievement Award. After 25 years at Camp Tanamakoon, in 1979, Catherine, with her husband, George, purchased Camp Mi-A-Konda, which she directed for twenty years. She is currently an Honourary Director of Camp Wenonah. Catherine has published seven books, several stories and countless articles on camps and camping.</p> <p>Patti Thom has been associated as a camper and staff member since 1964. She has been a Director of Camp Tanamakoon since 1984. Patti is a former Board Member of the Canadian Camping Association (CCA), the Ontario Camps Association (OCA) and the Society of Camp Directors. She has been an active Volunteer of OCA in a variety of committees and task forces since 1973. Patti is currently on the Archives committee, the 0th Anniversary Committee and Chair of the Community Engagement Committee. Patti is the recipient of CCA's Jack Pearse Award of Honour and Award of Excellence, OCA's Dorothy Walter Award of Excellence and is an Honorary Life Member of the OCA.</p>
<p>11:00 AM - 12:15 PM</p>	<p>Mississauga Room South</p> <p>Outdoor Education</p>	<p>Trade and Consequences - Another Way of Knowing</p> <p>Play a revamp of the Trappers and Traders program from an Indigenous perspective. Learn what happens when ecosystems are out of balance and stresses of resource extraction and land appropriation in the area. Written in consult with local elders, this program gives you another side of the story. Can be used in outdoor education centres or school yards - come and see how the balance in the environment comes with challenges.</p>	<p>Bonnie Anderson</p>

<p>11:00 AM - 12:15 PM</p>	<p>Mississauga Room North</p> <p>Equity and Diversity</p>	<p>2SLGBTQ+ Camp Inclusion</p> <p>This presentation will discuss the gender and sexuality spectrum and how to create a sense of belonging in a camp setting. We will discuss how to create a conversation and foster a welcoming atmosphere about identity at an age-appropriate level. This talk aims to help understand the culture surrounding 2SLGBTQ+ campers, staff, and caregivers. Camp is a place where a lot of kids go to feel welcomed and create a sense of community. We hope that the takeaway from this discussion is to think critically about your program and how you can create spaces that allow for honest self-expression.</p>	<p>Kelsey Harpur is a proud transman that is dedicated to equity and inclusion. He earned his degree in Neuroscience, Psychology and Human Behaviour, with a focus on gender and sexuality studies. Kelsey has worked in summer camps and youth programming for many years. He completed the THRIVE program through Pride at Work, and is currently serving as the 2SLGBTQ+ employee resource group chairperson for McKesson Canada. His presentations are created by combining personal experience with education and research.</p>
<p>11:00 AM - 12:15 PM</p>	<p>The Staging Room</p> <p>Staff Engagement</p>	<p>Post Pandemic Realness: Addressing Your Staff's Knowledge Gap And Emotional Road Blocks</p> <p>While we've made it through some incredibly difficult times, the reality is that the pandemic has had an unprecedented impact on how staff have been able to develop their knowledge, skills and work as a team. Together we will explore the social and biological road blocks caused by stress and missed milestones as well as what we can do during staff training and camp to help promote learning, build trust and team work.</p>	<p>Gabrielle Raill has combined her passion for education, as well as her experience as the director of Camp Ouareau to develop a wide range of educational and developmental programs. Her unique method of creating positive community dynamics and empowering diverse thinking has led her to consult with several organizations such as: Women in camp Summit (WICS), Thanks to Camp, The International Camping Fellowship, Concordia University, and NASA. She also has a mild obsession with dinosaurs, cause, you know, dinosaurs are really cool.</p>
<p>11:00 AM - 12:15 PM</p>	<p>Conference Room</p> <p>The Camper</p> <p>Mental Health</p>	<p>Fight, Flight, Freeze, Appease: Recognizing Stress Response Behaviours And Developing Tools For Your Staff And Campers</p> <p>This seminar will discuss what's happening in the brain when we are triggered and how to monitor states of stress (dysregulation) in our campers and staff through the observation of behaviour. Together we will explore tools to use during pre-camp, when the kids arrive, and all summer long to keep everyone calm, focused and engaged. The following tools will be presented: Use of the 5 point scale to monitor escalation; First day of pre-camp and camp activities to self-identify dysregulation and explore calming tools; The power of co-regulation (the therapeutic use of self).</p>	<p>Jessica Faith, B.Sc. OT, OT Reg. (Ont.) is assistant director at Ellen Yack and Associates Paediatric Therapy Services where, for the past 20 years, she has provided occupational therapy services to children, adolescents and adults as well as mentorship and training for parents, educators and allied health professionals. Her areas of expertise include working with children and adults who have autism spectrum disorders, sensory processing disorders, developmental coordination disorders, learning disabilities, feeding challenges such as ARFID and disorders of self-regulation. Jessica is certified to perform the SIPT (Sensory Integration and Praxis Tests), DIR/Floortime® intervention and the Beckman Oral Motor Protocol. Jessica is a trauma-informed practitioner who has provided recommendations to children and adults who have sensory and self-regulation challenges related to their history of trauma. Jessica spent many wonderful summers as a</p>

			camper and as a staff member. She worked for four years at Camp Robin Hood as head staff and program director with a keen interest in supporting their integrative approach to camping. Jessica has a unique ability to engage children through imagination and humour, drawing on her theatrical and musical training.
11:00 AM - 12:15 PM	<p>Training</p> <p>Support: Administration & Property Staff</p> <p>Brought to you by CampBrain</p>	<p>Empowering Staff to Inspire Green Behavior Change</p> <p>Behaviour change is one of the easiest ways to bring the benefits of sustainability to your camp! Using proven activities and strategies we will focus on how to empower your staff to model behaviours that encourage campers to reduce their environmental impact while at camp and long after they return home. Building staff buy-in will significantly improve the impact of Green Actions and their benefits to your facility and programs while developing a culture of sustainability at your camp.</p> <p>We will focus on how to utilize a staff training session to engage staff to model green behaviours to bring or build upon the culture of sustainability at camp. We want to help staff engage campers with green actions so that when they return home they will model the green behaviours they learned at camp. To make Green Actions successful, we will help camps build buy-in from staff through engaging and fun activities they can share with their campers.</p> <p>Learning Objectives: Learn the roles that staff can play in supporting existing Green Actions or developing new actions; Learn activities to help staff better understand the benefits of and best approaches to model sustainable behaviours; Inspire staff to empower campers to return home from camp to advocate for green practices they learned at camp back to their home communities.</p>	<p>Danny Sudman founded Green Camps in 2014, believing 100% in the extraordinary ability of the camp community to inspire and develop the next generation of environmental leaders. Growing up, Danny spent 16 summers at YMCA Camp Hanes in North Carolina – first as a camper and later as a camp counselor. After receiving his BA in Sociology from North Carolina State University, he went on to join the leadership team at Catalina Island Camps where he managed the challenge course program and served as an environmental educator. While on the island, he completed the Catalina Environmental Leadership Program, an initiative of Jean Michel Cousteau’s Ocean Futures Society. Danny is an active member of the American Camp Association and the Association of Environmental and Outdoor Educators. His service to the camp community was recognized in 2011 with the Rising Star Award and in 2014 with the Paul Somers Golden Acorn.</p>
11:00 AM - 12:15 PM	<p>Meeting West</p> <p>Trending Topics</p>	<p>Best Practices for Responding to Challenging Personal Interactions at Camp</p> <p>The summer of 2022 was one of the most challenging summers for management in recent memory. Managing campers and staff that had little social interaction for an extended</p>	<p>Robin Squires is a partner at Borden Ladner Gervais LLP, a full-service law firm with offices across Canada. Robin practises civil and insurance litigation, including personal injury defence and defending professionals in negligence actions. Robin's first career was as a Summer Camp and Outdoor Centre Director at RKY Camp in Kingston, Ontario, which gives him a unique perspective to assist</p>

		<p>period of time in what was for some their first exposure in years played out in many interesting and difficult ways. What were your experiences? What strategies worked and didn't work? What lessons can we learn for the future? Join this session to hear from our experts on best practices for dealing with difficult personal interactions and harassment – with a focus on camper to camper and camper to staff examples.</p>	<p>camps with legal risk management issues. Robin regularly advises his camp clients on liability and risk management issues, including drafting of service agreements, contracts, liability releases, indemnity agreements, general corporate matters, labour and employment issues and human rights proceedings</p>
<p>11:00 AM - 12:15 PM</p>	<p>Rogers Theatre</p> <p>Industry Sustainability</p> <p>Brought to you by Arthur J. Gallagher Canada Limited</p>	<p>Industry Sustainability - Non-Profit Camps</p> <p>Over the past few years, camping and outdoor education organizations have adapted in order to keep their operations running, their staff team paid and their doors open. Our industry wasn't alone in some of these adaptations but what, how and why we did things was very specific to our operations and intentional hard work preserved many of our operations. The children and youth connected to our camps and outdoor centres depended on this.</p> <p>The Not-for-Profit sector had some unique challenges over the past 3 years in addition to operating a camp or outdoor centre due to their business structure. Joining Jen is Joe Richards, Pearce Williams, and Ross McIntyre, Camp Couchiching for this chat.</p>	<p>Jen Dundas has worked full time in camping since 1993, and has been in the role of the Executive Director at Camp Couchiching since 2016. Jen was the Camp Director at Camp Couchiching for the summers of 1997 to 2003 as well. Between her "stints" at Camp Couchiching, Jen worked with both provincial and national non-profit camping programs with Girl Guides, Diabetes Canada, the YMCA-YWCA of Guelph and Autism Ontario.</p> <p>Ross McIntyre, Camp Couchiching has worked full time in camping and education for over 15 years and is currently director of community initiatives at Camp Couchiching. He earned an MA in Community Engagement and Social Justice from Laurier and also teaches part-time at Georgian College. Areas of interest include grant writing, community development, social enterprise and human-centred design.</p> <p>Joe Richards, Pearce Williams is a 25 year Summer Camp Professional, Leadership Trainer, and a leading mind on the future of summer camp. Since starting to attend summer camp at the age of 3, Joe has made it his life's mission to change the lives of children & youth. Joe has been the Executive Director and Chief Guitar Player at Pearce Williams since 2005.</p>
<p>12:30 - 1:45 PM</p>	<p>Small Groups</p> <p>About OCA</p>	<p>Focus on Camp Research</p> <p>Join us for a presentation outlining the major Canadian centred camp research projects which have taken place over the past decade. We'll talk about what's out there and how to access it.</p> <p>The academic team will also facilitate focus groups drawn from attendees. Under consideration: prospective topics for research. Seeking questions that are seeking answers. We are</p>	<p>Dr. Stephen Fine PhD, has dedicated much of his life to the furthering of organized camping. He is a recipient of the OCA's Dorothy Walter Award (2018), in recognition of his many years of academic research into the phenomenon of camp and its associated benefits to youth development. As the founder and co-director of The Hollows Camp (est.1981), he recognizes the pressing need for positive social interaction within nature-based learning experiences. Active in the day to day routines of camp life, Steve is always available to encourage and mentor both campers and staff throughout their summer adventures</p>

		<p>looking to attract both fresh and seasoned camp professionals and especially senior students to dialogue on camp challenges.</p> <p>After the focus groups, the panel will lead a forum for unfettered exchange on any of the topics revealed. Also, questions on research processes, logistics, the next move, and conclusion.</p>	<p>Tad McIlwraith is a cultural anthropologist in the Department of Sociology and Anthropology at the University of Guelph. He works with Indigenous communities in British Columbia to document territoriality and places, food and resource harvesting practices, and to recognize the Indigenous rights to land. He is also interested in storytelling, oral traditions, and life history research. Since 2015, he has been working with camping organizations to address issues related to cultural appropriation at children's summer camps.</p> <p>Victoria Povilaitis, PhD, has worked for many years in the summer camp industry in a variety of roles. She is currently Director, Program Innovation at Tim Hortons Foundation Camps. In her role, she uses research to inform practice and seeks to make it understandable, useful, and impactful for all youth and young adult practitioners. Victoria advocates for processes of continuous improvement as programs and practice inform her research directions. At Tims Camps, she specifically focuses on program quality, outcomes, and impact of camp programs for youth from low-income backgrounds.</p>
<p>12:30 - 1:45 PM</p>	<p>Mississauga Room South</p> <p>The Business of Camp</p> <p>Staff Engagement</p>	<p>Marketing 3 R's: Recruitment (Staff/Campers), Retention and Revenue</p> <p>In this session, we will discuss how to market your camp for recruitment, retention and revenue for continued growth. We will explore best practices for developing marketing materials, targeting your audience and driving results. You will learn how to create campaigns, implement processes and participate in an open discussion that will explore best practices amongst your peers and brainstorm ideas that will generate interest in your programs and increase interest for staff and campers to help build on your legacy.</p>	<p>Neil Persaud, Owner & Founder of BizDev Wizard Inc., has been working with the OCA for 20+ years. Neil's experience and expertise resides in helping companies grow at scale. His ability to streamline business operations while holistically discovering new revenue is something that's been a valuable asset for many agencies he's scaled, as well as implemented proven strategies with real results for large Tier 1 Enterprise clients he's worked with over the past 2 decades.</p>
<p>12:30 - 1:45 PM</p>	<p>Mississauga Room North</p> <p>The Camper</p>	<p>Promoting Healthy Child Development at Camp</p> <p>Independence, problem solving, responsibility, resilience and self-advocacy... opportunities that are afforded to campers and staff that they don't necessarily get while at home or school. In this session, we will discuss how we, as camp professionals, how</p>	<p>Michael Waxman is a social worker in private practice focusing on the mental health of adult men, children, teens and young adults of any gender. Michael has over 25 years experience in camping and most recently has been focusing on staff training, mental health, helping camps work through tragic incidents and making camps safer spaces for LGBTQ2S+ campers and staff.</p>

		<p>can we promote, encourage and support the development of these skills</p>	
<p>12:30 - 1:45 PM</p>	<p>The Staging Room About OCA</p>	<p>What's The Deal With Standards?</p> <p>You've heard them referred to as the "backbone of the Association" and every year (like clockwork) you're asked to complete the online Answer Sheet and confirm your adherence to Standards, followed by a visit every 4 years (or every time you have a new director!).</p> <p>For 2023 we want you to nerd out with us and get into the weeds on all things Standards related. From a brief history of Standards in the Association to what the difference is between the two committees and which Standards are the most likely to be answered incorrectly (and the shocking reason why!), join us as we share some helpful information to take back to camp and prepare for your visit and give some tricks and tips for new and more seasoned directors alike when it comes to knocking your next visit out of the park. Hear not only how to get ready this summer but also how to stay in the know and involved all year round.</p>	<p>Heather Davidson (she/her) is a Recreation Supervisor with the City of Hamilton. She has been responsible for the oversight of the best practices, accreditation and legislative preschool/child/youth portfolios including the city-wide support and supervision of the Camp Kidaca and Supie programs. Heather has been working in Recreation for over 20 years, and during that time has demonstrated her passion for high quality, child centred programming. She has experience working with, and leading teams who work with, many populations of children – including, preschool, school age, and youth age groups. She has a strong belief that program environments can contribute to positive child development and that staff have a responsibility to ensure programs meet the unique age/stage requirements for participants. Heather believes in the transformational powers of recreation and camp for everyone involved but understands that with that great power comes a great responsibility to ensure that everyone is included, accepted and considered. Heather sat on the board of the Ontario Camps Association from 2018-2022 as well as actively participating in a variety of industry related working groups and committees with OCA, Parks & Recreation Ontario and HIGH FIVE National. She has been invited to speak at and sit on panels and task forces for a variety of Recreation and Camp related subjects and continues to welcome any opportunity for knowledge exchange and discussion.</p> <p>Rankin Middlebrook first went to camp when he was three months old! Having grown up in overnight and YMCA Camping, he has worked for the YMCA of Simcoe/Muskoka, at Camp Kitchikewana and Geneva Park, for the YMCA of Kingston in their Day Camps, and the YMCA of Hamilton Burlington Brantford at Wanakita as the Summer Camp Director. He is currently the Senior Manager, Recreational Learning at Harbourfront Centre in Toronto. Rankin graduated from Queens University with a BA (Hons) in History and Religious Studies and wrote his honours thesis on the historical origins of camping in North America. Rankin enjoys sailing, and canoeing, and speaks Klingonese better than French! Rankin has been volunteering with the Standards and Standards Review Committee for several years, and has been chairing the Standards Review Committee for the last two years.</p>

<p>12:30 - 1:45 PM</p>	<p>Conference Room</p> <p>Staff Engagement</p>	<p>How To Teach And Encourage Staff To Self-Praise and Know When They're Doing A Good Job</p> <p>In the busyness of summer camp, giving staff regular, meaningful, one-on-one attention can be a challenge. And at the same time, staff seek (and deserve!) regular affirmation and assurance that they are doing a good job and are valued as a staff member. This session will provide directors and managers with tools they can use to coach and empower staff to self-praise and self-affirm so that staff have another source of encouragement and support – themselves! – to help build their confidence, pride, and resilience throughout the summer.</p>	<p>Robynne Howard has served as the Camp Director at the Cairn Family of Camps in Baysville, Ontario for 6 years. Being a Camp Director in a smaller camp, Robynne loves the diversity that exists within her role, and especially enjoys staff development, camper connection, and building relationships with the greater camp community. Outside of camp, Robynne and her partner Ian enjoy spending time in their garden, dreaming about how to grow as much food as they can on their one-acre homestead.</p>
<p>12:30 - 1:45 PM</p>	<p>Training</p> <p>Support: Administration & Property Staff</p> <p>Brought to you by CampBrain</p>	<p>Preserving & Maintaining Sewage Infrastructure at Camp</p> <p>This informative, humorous and down to earth talk is based on 25 years of real life sewage experiences! You'll gain an understanding about sewage infrastructure, food service and sewage treatment, odour control, collection system woes, sustainability and more!</p>	<p>Rob Davis is a specialist in the efficient & responsible operation of septic systems, how they work, and what causes them to fail. Rob is a co-owner of EcoEthic Inc., a Canadian company that develops and sources technologies to lessen the environmental impact of both commercial and residential sewage treatment systems. For the past 25 years Rob has worked with sewage industry professionals, government agencies, children's camps and cottagers to solve wastewater challenges on site.</p>
<p>12:30 - 1:45 PM</p>	<p>Meeting West</p> <p>Mental Health</p>	<p>Not Another Mental Health Talk; Camp Wellness in 2023</p> <p>This presentation speaks to the evolution of mental health and how we can proactively shift our understanding and approach to youth wellness in today's world. Emma will encourage a conscious and powerful shift in how we communicate, educate and ultimately validate our community's mental wellness in a manner that promotes resiliency and empowerment through skills that are fundamentally and inherently woven through the foundation of camp.</p> <p>Outcomes: Illuminating trends in youth mental health; the backfiring of de-stigmatization; Shift the language and script around mental health in our camp communities; moving from symptoms and diagnoses to strengths-based skill-development; emphasizing coping with confidence</p>	<p>Emma Fogel is a Registered Social Worker in private practice, with a Master of Social Work from the University of Toronto. She specializes in working with youth and families and is a Cognitive Behavioural Therapist, with additional certifications in Generalized Anxiety Disorder, Obsessive Compulsive Disorder, Post-Traumatic Stress Disorder and pediatric grief. In addition to her clinical work, Emma provides mental health-informed trainings and webinars for educational, recreational and corporate groups throughout Ontario. She has been a preferred vendor of the OCA for several years and feels extremely passionate about the lifelong impact that camp can have on a person's life.</p>

		and emotional regulation to promote mental wellness and social connection in our camp communities.	
12:30 - 1:45 PM	<p>Rogers Theatre</p> <p>Support: Administration & Property Staff</p> <p>Brought to you by CampBrain</p>	<p>Your Camp's Staff Alumni: The Hidden Asset</p> <p>The camping industry has never faced a greater challenge than the pandemic. Part of the process of rebuilding is a frank assessment of strengths, challenges and opportunities. One area that is underdeveloped in most Camp operations is the thoughtful engagement of staff alumni. Jeff will share his story of 25+ years of developing his current staff alumni program. Including onsite program engagement, ambassadorship roles, support for opening and closing operations, fundraising, anniversary leadership and community engagement.</p>	<p>Jeff Bradshaw is the Founder and Owner of Camp Wenonah in the Muskoka region of Ontario. Jeff began as a Camp Director in 1983 and has spent his career transforming camping operations (both overnight and day) for the YMCA, the Anglican Church of Canada, The Hospital for Sick Children (Toronto) and for Burlington (Ontario) Parks and Recreation. Jeff is a Past President of the Ontario Camps Association, a two time President of the Canadian Camping Association and the current Vice President of the International Camping Fellowship. Jeff has led workshops and training in 20+ countries and has been a regular presenter at OCA events for 35 years.</p>
2:00 - 3:15 PM	<p>Small Groups</p> <p>The Business of Camp</p>	<p>Digital Marketing 101: Upgrade Your Social Media Game By Keeping It Real</p> <p>Social media is the most consumed and behaviour altering media on the planet. This medium is always changing and requires new thinking and techniques to have an impact — and the best part is it doesn't have to cost a lot of money, just a lot of creativity. In this session, you will learn the latest social media best practices (don't worry, no TikTok choreography required) and how to reach the right people with the right message in the right place, whether your camp has a limited budget and staff resources, or a larger budget and a dedicated marketing team. We'll dig into content planning and how to tailor your message based on your desired outcomes and target audiences, whether speaking to parents to support camper recruitment and retention, or young adults you're recruiting to work as counsellors or staff. We'll also talk about multi-platform digital content strategies and the importance of integrating social, email marketing and digital advertising to round out your approach.</p>	<p>Jeff Blay is a strategic thinker and creative storyteller who leads Creative Guild's team of creatives and helps clients find the breakthrough idea that will bring their brand and story to life. With a decade of experience working in advertising, branding, public relations and digital communications at national agencies in Toronto, he brings expertise in building, growing and protecting brands across public and private sectors including healthcare, energy, tourism and hospitality, food and beverage and consumer products. He also helped brand, launch and recruit a 30-person boutique creative agency in Toronto. Starting his career in journalism, Jeff has a strong background in writing, photography and social media. As a Creative Director, he oversees creative strategy, art direction and production for film, TV and photography shoots, web development projects, and national advertising and marketing campaigns. His client portfolio includes Labatt Breweries of Canada, McCain Foods, Sobeys, Beer Canada, The Beer Store, Metrolinx, Enbridge, Turtle Jack's, Arby's Canada, Explorers Edge, Visit Niagara and more. Jeff has also worked as a strategic advisory and digital strategist in election war rooms including the high profile mayoral campaigns in Toronto and Hamilton.</p> <p>Nicolas Mertens is the Social Media Strategist at Creative Guild. Beyond copywriting, shooting videos, coordinating with influencers and bringing the latest research to clients'</p>

			<p>content strategies, he also advocates for social impact in the communications field as an Associate Board Member of the Impact Relations Institute and a consultant for various community organizations. He has worked in social media, PR and advertising agencies in Montréal, Toronto, Burlington and Hamilton. Nicolas didn't have the most linear career path, paying his way through a critical theory degree at University of Toronto as a sommelier in fine dining restaurants before doing a postgraduate public relations program at Niagara College (where he was recently a sessional professor). Some notable clients in his portfolio include Arby's Canada, Canadian Mental Health Association Toronto, Laneige Canada, L'Occitane en Provence Canada, RISE Kombucha, Call It Spring and Canary Wine.</p>
<p>2:00 - 3:15 PM</p>	<p>Mississauga Room South</p> <p>Outdoor Education</p>	<p>Plants with Purpose</p> <p>As part of the Truth and Reconciliation movement in Canada, this workshop helps to build connections between the land and the plants among us. This program was created in concert with the Indigenous team and schools of Simcoe County District School Board. We are trying to get people past the creation of a medicine garden and towards seeing what plant life is and its purpose. Use this card deck to create an awareness of what is around your camp and how they all work together.</p>	<p>Bonnie Anderson</p>
<p>2:00 - 3:15 PM</p>	<p>Mississauga Room North</p> <p>Equity and Diversity</p>	<p>Queering Camp: Approaches to Creating Inclusive Experiential Education Spaces for Queer and Trans Youth of Colour</p> <p>This workshop will provide educators with pedagogical tools and approaches to building inclusive camping spaces, particularly for queer, trans, questioning, and same-sex desiring youth. We will collectively explore how experiences that emerge from the intersections of race, gender, sexuality, and class shape youth lived realities and through attuning to anti-colonial approaches, we can collectively foster spaces of equity, community, and as much safety as possible. Educators will be introduced to anti-oppressive models of space-building that emerge from transnational and Black feminisms. At the heart of this workshop, we will collaboratively build upon what it means to foster equitable</p>	<p>Ryan Persadie is an artist, educator, and writer based in Toronto, Canada. Currently, he is a doctoral candidate in Women and Gender Studies and Sexual Diversity Studies. His aesthetic and scholarly work investigates queer Caribbean diasporas, transnational feminisms and sexualities, performance, and Afro-Asian intimacies. His writing can be found in the Stabroek News, Gay City News, MUSICultures, the Middle Atlantic Review of Latin American Studies, the Canadian Theatre Review, the Caribbean Review of Gender Studies and the Journal of Indenture and Its Legacies. Prior to coming to pursue his graduate studies, he completed a Honours Specialization in Music Education at the University of Western Ontario, and a Bachelor of Education from OISE. Following his teacher training, he spent years working in the Toronto private school system primarily supporting international students and English language learners through multicultural models of education and culturally responsive, feminist, and anti-colonial pedagogies. He also works</p>

		relations between educators and marginalized students towards upholding sustainable youth programming. By the end of this workshop, educators will develop a more thorough understanding power dynamics youth experience that they bring with them to camp and how to contend with these challenges in youth spaces.	with and organizes with multiple community groups including the Caribbean Equality Project based in Queens, NY. Outside of academia, Ryan also performs as a drag artist where he goes by the stage name of Tifa Wine.
2:00 - 3:15 PM	The Staging Room About OCA	Your Camp Health Centre - The Essentials This session will take a dive into the essentials of the camp health centre. For camp leaders who are new to camp health or those looking to do a pulse check on their camps health processes. With a focus on the essentials of a comprehensive camp health centre: the health team; health staff orientation and retention; supplies; health manual; policies and procedures; the laws (Rowan's, Sabrina's, Ryan's); pre-camp training – what your health team can offer; the senior staff / nurse relationship; record keeping; and more. Bring your questions and let's explore the many facets of the camp health centre.	Bev Unger is a Registered Nurse who specializes in paediatrics and has spent more than 3 decades working at summer camps. Bev is a partner with The Camp Safety Network where her work focuses on health care management, policies & procedures, and pre-camp education. With experience in hospital, community nursing and currently as the Disease Surveillance Nurse at Durham College Health and Wellness Centre, Bev has extensive, firsthand knowledge and expertise in front line nursing. Volunteering with the OCA since 1990, she has been on the board, several committees and is a current member/past chair of the OCA Health Care and conference committees as well as an HLM and Dorothy Walter Award recipient. A long-standing member with the Alliance for Camp Health (ACH) she currently sits on the Advisory Group and was presented with the Camp Nurse of the Year award in 2016. Since 2000 Bev has been passionate about her role as Director of Health and Wellness at Camp Robin Hood (CRH) and is gearing up for another summer at her home away from home. When not busy with camp Bev adores the time she is able to spend with her 26-year-old quadruplets. All 4 Unger kids grew up and worked at CRH, which has given Bev the unique opportunity to see camp through the lens of a parent of both campers and staff. Sharing her wisdom is a passion of Bev's but more importantly she is always enthusiastic to learn from others. Nancy Vandenberg
2:00 - 3:15 PM	Conference Room The Camper	Screen Me Sun Aware Falyn Katz, CEO of Melanoma Canada, the creators of the Canadian Dermatology Association award winning program, Screen Me Sun Aware, will present, "Sun Safety at Camp." Her presentation will provide an overview of the Screen Me Sun Aware program and certification,	Falyn Katz , joined Melanoma Canada as Executive Director in January 2020 and was promoted to CEO in 2022. Falyn has steered the National organization successfully through the pandemic, while building on the re-branding the organization, and continuing to build on its success. Falyn joined the organization after five years in senior leadership roles with Prostate Cancer Canada and Solutions with Impact. She began her

		<p>discuss the importance of and ways to practice sun safety at camp, and the role camp staff play in developing sun safe behaviours in children and youth that will help reduce their chances of developing melanoma or skin cancer later in life.</p>	<p>career in the not-for-profit sector over a decade ago with Canadian Breast Cancer Foundation helping to drive their corporate fundraising efforts. Prior to joining the non-profit sector Falyn worked in corporate sales management positions in the technology and telecommunications sector in both Montreal and Toronto. She holds a B.A. in Sociology from Concordia University. Born and raised in Montreal, Falyn attended camp Walden, New York, and Pripstein's in St Adolphe d'Howard, QC as camper where she later went on to be a counsellor.</p>
<p>2:00 - 3:15 PM</p>	<p>Training</p> <p>Support: Administration & Property Staff</p> <p>Brought to you by CampBrain</p>	<p>Barriers and Motivators to Camp Sustainability Green Camps</p> <p>It's clear that the camp industry stands to gain from the educational, economic and environmental benefits of sustainability. So why aren't more camps doing more to make it more of a priority? What are the barriers holding them back? What factors would motivate camps to take green action? Asking questions like these helps grow the conversation around the role the camp community can play in modelling sustainability for future generations. Answers to these questions might also help your camp save money while engaging and empowering your campers and reduce the environmental footprint of our industry.</p> <p>Young people are longing for urgent and effective solutions to the environmental crisis. In order to ignite the conversation around camp sustainability, a national research survey was launched to better understand the barriers and motivators of implementing sustainable solutions. We will share the survey results, recommendations and resources that will support your camp in taking the steps to model sustainability for your campers and staff.</p> <p>You'll learn the motivations and barriers camps face in their efforts to become more sustainable, learn what sustainable practices camps are already engaged in across five different domains (education and communication, natural resources and habitat, purchasing and procurement, waste management, and energy and water consumption), and receive</p>	<p>Danny Sudman founded Green Camps in 2014, believing 100% in the extraordinary ability of the camp community to inspire and develop the next generation of environmental leaders. Growing up, Danny spent 16 summers at YMCA Camp Hanes in North Carolina – first as a camper and later as a camp counselor. After receiving his BA in Sociology from North Carolina State University, he went on to join the leadership team at Catalina Island Camps where he managed the challenge course program and served as an environmental educator. While on the island, he completed the Catalina Environmental Leadership Program, an initiative of Jean Michel Cousteau's Ocean Futures Society. Danny is an active member of the American Camp Association and the Association of Environmental and Outdoor Educators. His service to the camp community was recognized in 2011 with the Rising Star Award and in 2014 with the Paul Somers Golden Acorn.</p>

		resources to help any camp organization start or build upon their sustainability efforts.	
2:00 - 3:15 PM	Meeting West Mental Health	<p>Supporting Kids in Recovering from Pandemic Grief</p> <p>As humans, we have “scripts” for how to deal with, or help others through, grief. We know what to do when someone loses a loved one, is diagnosed with illness, or suffers a relationship breakup. But what we don’t know about is ambiguous grief. This is the kind of grief that doesn’t have defined edges – and so often goes unrecognized. In the first two years of the pandemic, kids missed out on social opportunities. School became on and off. Their parents and friends struggled. And the world that used to feel safe and predictable ... suddenly wasn’t anymore.</p> <p>What kids are still feeling from all this – ambiguous grief – isn’t recognized because it’s not about a clear-cut loss. And so they don’t cope with it like grief. Instead, they’ve developed mental and emotional health concerns that result in more behavioural issues. Participants will leave with: A clear understanding of the heavy load teens & tweens are carrying; Effective strategies to help support them in lightening their load; Where kids’ behaviour is coming from, and why things have been more tense lately; Signs and symptoms that a young person is grieving a loss; Things kids are grieving – that you haven’t thought of – and how it’s affecting their mental health; How kids’ identity development is suffering because of the pandemic; and, how you can help get them back on track.</p>	<p>Charmaine Hammond CSP (Certified Speaking Professional), MA, BA, is a highly sought-after keynote and workshop speaker (having presented to more than 500,000 people worldwide), best-selling author, and educator who teaches and advocates the importance of developing trust, healthy relationships, and collaboration in the workplace, and at home. She was a family mediator for many years, a former registered social worker and, has developed many programs for schools, families, and organizations that work with families.</p>

<p>2:00 - 3:15 PM</p>	<p>Rogers Theatre</p> <p>Staff Engagement</p> <p>Equity and Diversity</p>	<p>How to Recruit More Diverse Staff</p> <p>Are you gatekeeping your own hiring process? Learn what to look for in your promotional and hiring materials that are stopping people from applying. Share challenges you are facing and gain insight into how to better market the great jobs you have to offer this year! Walk away with actionable steps to broaden your hiring pool immediately.</p>	<p>Rachel Kent (she/her) has a strong affinity for things that start with the letter C – camp, CrossFit, coffee, canines, and community. Building on ten years of experience in a variety of camping and outdoor communities, Rachel most recently spent the last 6 summers directing overnight non profit camps. Her favourite parts of camp are outrageous costumes, causing chaos with campers and quiet conversations. Rachel is an advocate for community, storytelling and creating space for growth. They believe we should listen before we speak and seek out others whose life experience differs from our own. They currently work as the Outdoor Experiences Team Lead for Girl Guides of Canada, building partnerships with organizations to help get more girls outdoors. An active member, and former Vice President of the Ontario Camps Association, Rachel is passionate about ensuring all voices are heard around the table. In their free time, Rachel helps lead an outreach group serving those experiencing homelessness in London, Ontario and is raising a husky puppy.</p>
------------------------------	--	---	--

**3:30 -
4:30 PM**

Friday Forums: A unique hour to wrap-up OCA [Re]Connects 2023!

Friday Forums provide an informal opportunity for Conference delegates to have YOUR concerns and challenges addressed. The concept is simple. We've combined areas of relevance and interest from our Opening Plenary and paired them with a number of our industry's most experienced voices. You may choose to focus on one topic of interest OR, drop-in to numerous rooms over the hour. All meeting rooms are located on the 2nd floor to allow for easy movement between topics.

Bring your pressing questions and drop-in for focussed discussion and informal dialogue.

PHYSICAL HEALTH – CHALLENGES AND OPPORTUNITIES

Bev Unger (Camp Robin Hood and Camp Safety Network) & Thomas Appleyard (Camp Safety Network)

Staging Room

ENSURING YOUR STAFF OF THE FUTURE

Howie Grossinger (Camp Robin Hood)

Conference Room

MENTAL HEALTH: SUPPORT FOR CAMPERS, STAFF & OURSELVES

Erin Sunstrum (Camp Wanapitei) & Suzanne Ross (Camp Safety Network)

Small Groups Room

IMPROVING YOUR MARKETING & ENGAGEMENT

Travis Allison (Go Camp Pro)

Mississauga Room North

TOWARDS A HEALTHY CAMP CULTURE

Beth Allison (Go Camp Pro) & Michael Waxman (MSW. RSW. OCA Board Member)

Mississauga Room North

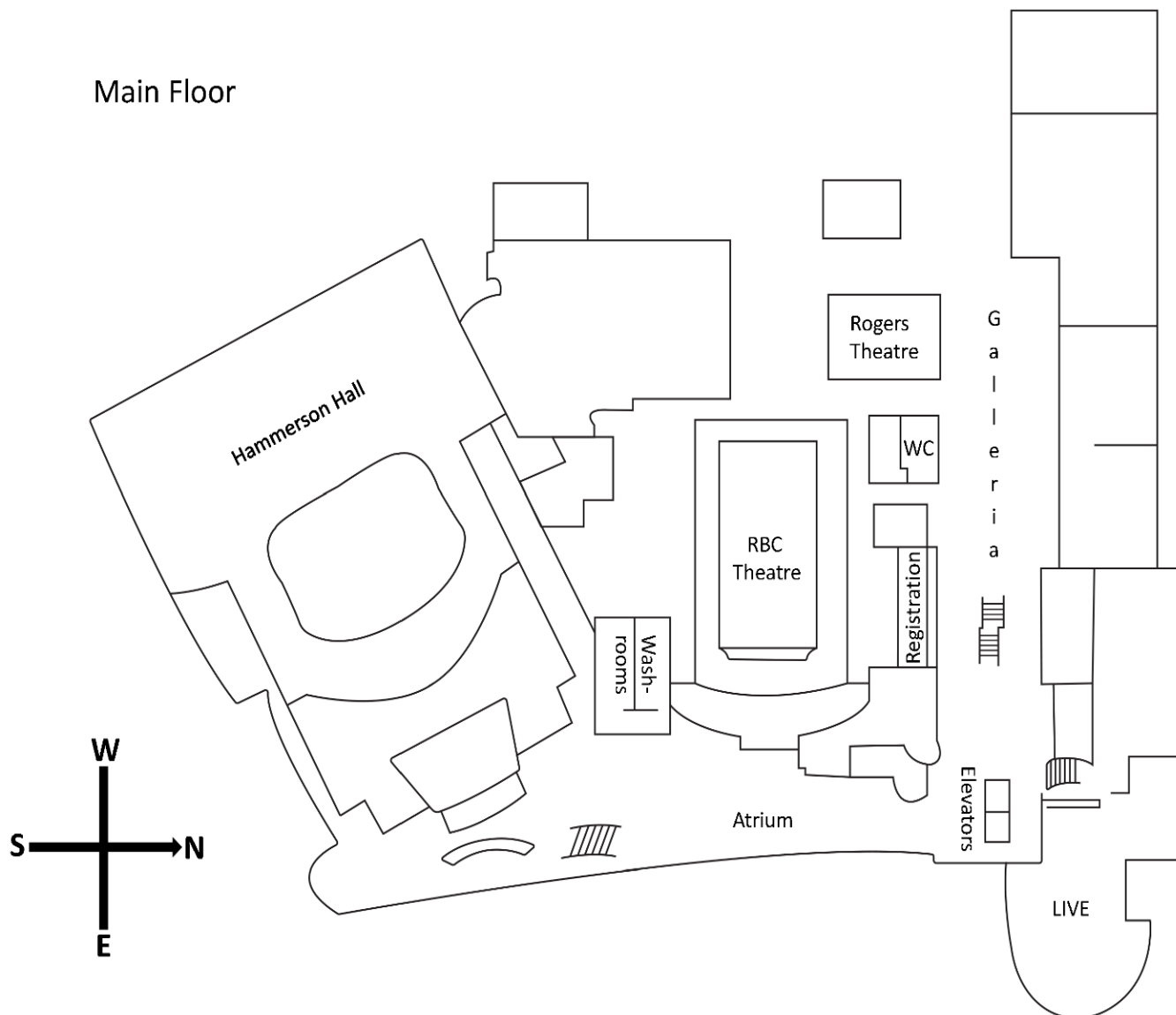
OUTDOOR EDUCATION: WHAT COMES NEXT?

Jennifer Jupp & Eoin Wood (Camp Wenonah)

Training Room

Living Arts Centre - First Floor Map

Main Floor



Session Rooms

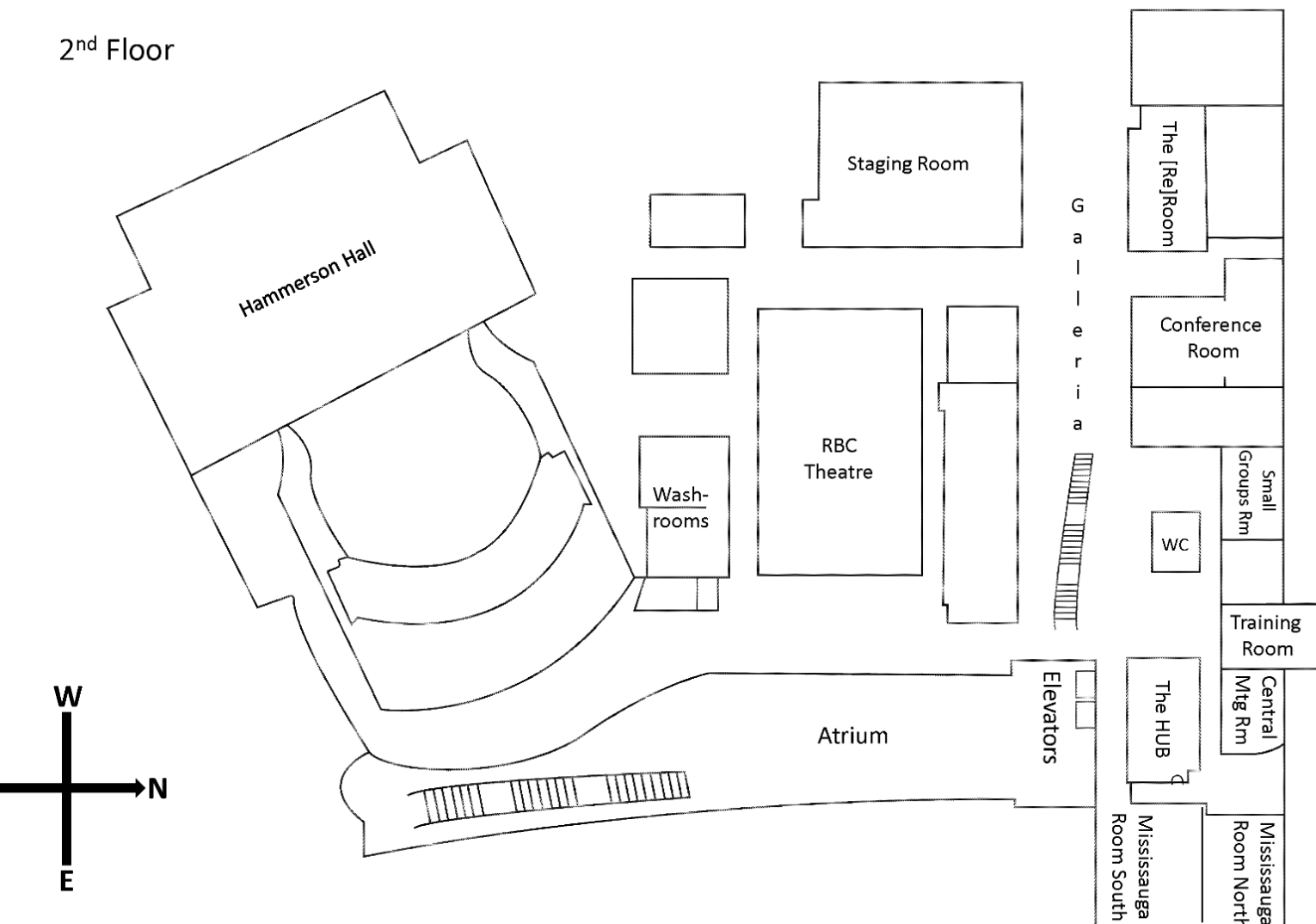
- Hammerson Hall (Opening Ceremony Only)
- RBC Theatre (Mini-Keynotes Thursday, Exhibit Show Friday)
- Rogers Theatre

Points of Interest

- Registration
- Live! (Exhibit Show, After Party)
- Washrooms

Living Arts Centre - Second Floor Map

2nd Floor



Session Rooms

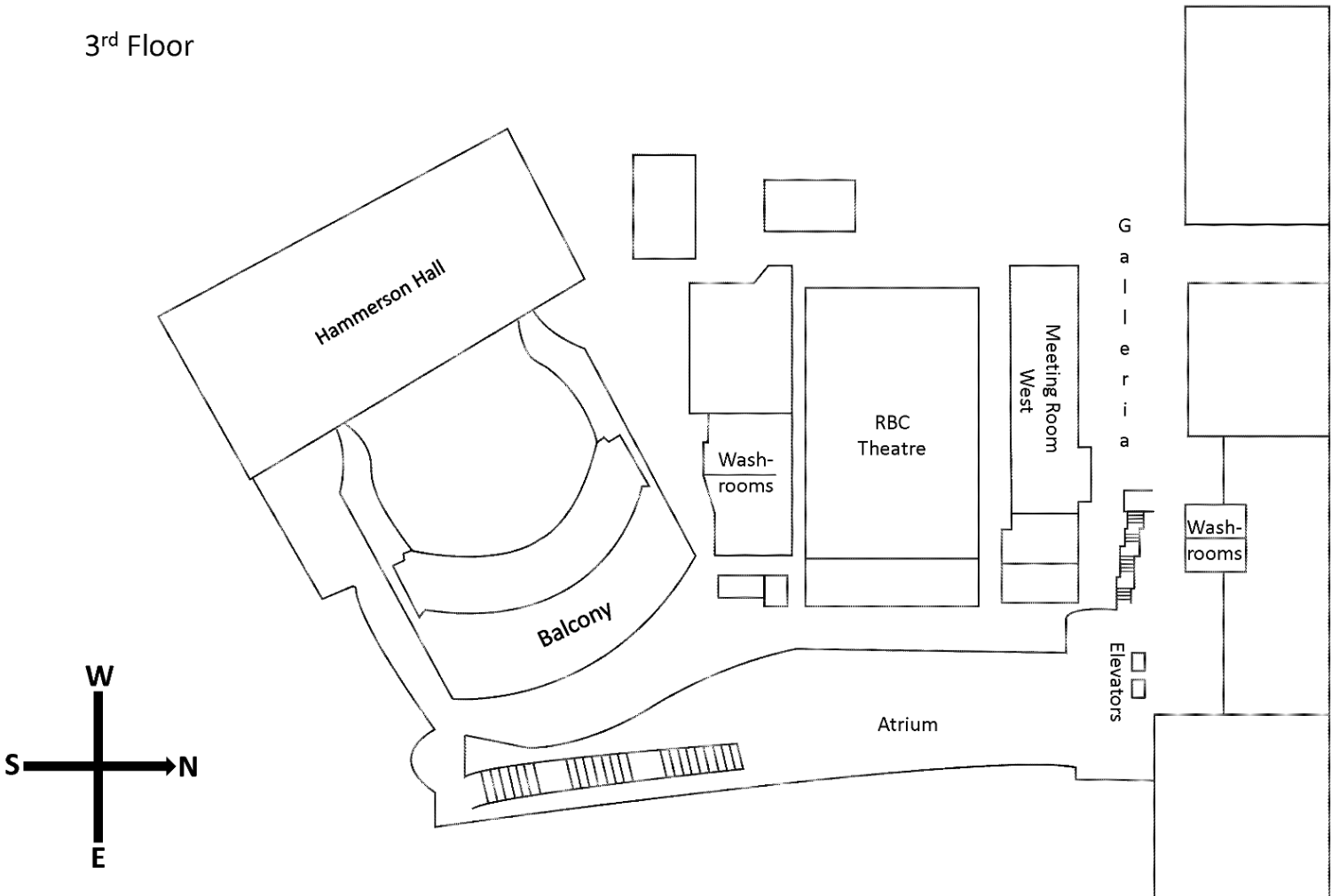
- Staging Room
- Conference Room
- Small Groups Room
- Training Room
- Mississauga Room North
- Mississauga Room South

Points of Interest

- The HUB
- The [Re]Room
- Washrooms

Living Arts Centre - Third Floor Map

3rd Floor



Session Rooms

- Meeting Room West

Points of Interest

- Washrooms

At OCA, we strive for accuracy, but errors can occur. If there is an error or omission, please let the office team know. We apologize in advance.