



## Purpose, People, and Programme Thursday, April 15, 2021

Helping everyone feel like they belong at Camp this summer - from training to programmes to inclusion (and everything in between)!

Time	About the Presenter	Topic
10:00	<p><b>Chris Hudson</b> Camp Highlight</p> <p><u><a href="#">Website</a></u> <u><a href="#">Email</a></u></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.</p> <p>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.</p> <p>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><b>The Reason Why</b></p> <p>Congratulations! You decided on a career in camping? But why? How did you end up here? Chris talks about the power of intention and charting a way forward by turning an eye on exactly how we find ourselves in the business of changing lives.</p>

<p>10:45 - 11:45 a.m.</p> <p><b>Choose your session</b></p> <p><b>Room 1</b></p>	<p><b>Kathy Haras</b> Adventureworks</p> <p>Kathy is Vice President at Adventureworks! Associates in Dundas ON and is working on her 24<sup>th</sup> spring as a challenge course inspector, installer, and trainer. She currently sits on the Association for Challenge Course Technology (ACCT) TIRE Committee and serves on a number of standards writing task forces. Kathy has a Ph.D. from Texas A&amp;M University in adventure program design and is a co-author of the textbook “Aerial Adventure Environments”.</p>	<p><b>Running Your Challenge Course In The Age of COVID</b></p> <p>Operating a challenge course program during COVID times requires more than wearing a mask and squirting hand sanitizer between participants. This session will present a holistic overview of the large and small changes that organizations need to make in their delivery of group initiatives, low ropes, high ropes, and climbing wall programs to comply with public health guidance. Be prepared to reconsider everything from your staffing model and participant ratios to the activities you do on a Whale Watch.</p>
<p>10:45 - 11:45 a.m.</p> <p><b>Choose your session</b></p> <p><b>Room 2</b></p>	<p><b>Laura Kriegel &amp; Allison Klee,</b> Stomping Ground</p> <p><b>Laura</b> is a kid advocate. She has dedicated her life to creating spaces for kids to build, create and reimagine the world together. In 2013 Laura packed up her bags and hit the road with Jack Schott. What they thought would be a month long road trip turned into 3 years of living on the road researching summer camps and learning spaces. They made incredible friends, learned more than they could imagine, and found a talent for speaking and sharing ideas. After years on the road, Jack and Laura founded and now run Stomping Ground, a sleep away summer camp dedicated to inspiring the next generation of Radically empathetic decision makers. Laura has a Bachelors in Fine Art from SUNY purchase and a Masters in Social Work from Columbia University.</p> <p>Passionate about making an impact <b>Allison Klee</b> graduated in three years from SUNY New Paltz with a degree in Human Services. She had worked at Stomping Ground for three summers and fallen in love with the community, mission, and most of all each camper she had a chance to play with or help work through a difficult situation. Not satisfied with the way things had always been done, she is driving Stomping Grounds storytelling, parent communication, and staff recruitment to the next level. She helps other camps onboard their staff, is an avid volunteer in the community, and never willing to settle for good enough. Selflessly, Klee makes so much more possible for Stomping Ground both in off season recruiting and with kids and staff each summer.</p>	<p><b>Restorative Justice with Youth</b></p> <p>Join Laura Kriegel MSW and founder of <u>Camp Stomping Ground</u>, and Allison Klee, camp director of Camp Stomping Ground to learn more about restorative justice and the impact these practices can have with the youth we serve. We believe restorative justice is needed now more than ever and the cornerstone to building equity at summer camps.</p>

<p>10:45 - 11:45 a.m.</p> <p><b>Choose your session</b></p> <p><b>Room 3</b></p>	<p><b>Matt Honsberger,</b> Go Camp Pro</p> <p>Matt is passionate about supporting communities, developing young leaders and teaching the world about the true value of camp. He has used his desire to serve, his passions and his strengths as a Camp Director for 5 years at The Cairn Family of Camps, Edgewood Camp and Conference Centre and at Pearce Williams Summer Camp and Retreat Facility.</p> <p>Currently, Matt is an Experiential Educator in Toronto and a consultant and Executive Producer of Podcasting with Go Camp Pro where he is a member of the Pandemic Response Coordinators and “The Brief - Camps and COVID” editorial team.</p> <p>“As I was growing up, camp, above any other place in the world, was a place where I saw that I could do the most amount of good for others that I was able to. Camp made me into the person that I am today and taught me what true servant leadership looks like.”</p>	<p><b>The Best (Only?) Online Staff Training You’ve Ever Run</b></p> <p>You know how to run a great staff training. You know how to make staff feel welcome, included, prepared and enthusiastic for the gigantic task ahead.</p> <p>The goals are the same and the setting is <i>completely different</i>.</p> <p>When your staff are coming to you “zoomed out” from online school, virtual hangs, and feeling more disconnected than they’ve ever felt, how will you facilitate a staff training that leverages the best parts about in-person training, and helps them feel even a glimmer of the true spirit at camp. It can happen online. You can make it happen. This session will give directors and leadership staff many tangible-takeaways to immediately implement in your virtual staff training this summer. This will apply mainly to those running any portion of their staff training <b>online</b> - whether or not your summer program will be virtual or in-person.</p>
<p>10:45 - 11:45 a.m.</p> <p><b>Choose your session</b></p> <p><b>Room 4</b></p>	<p><b>Amanda Grassick,</b> Pride Camping Association</p> <p>The Manager, Member Risk at the Girl Guides of Canada, Amanda holds an MA in Interdisciplinary Studies (Applied Psychology in Education, Women’s Studies, and Sociology). They have over 25 years of experience in the camping and youth development field and have held leadership positions in camping programs across Canada. Amanda has focused on working with campers, staff and organizations representing marginalized and diverse communities, with particular focus on using anti-oppressive theory and practice to help develop policies and guidelines that foster belonging and inclusion. Amanda identifies as queer and genderqueer, and draws on their personal experiences in the camping community to advocate for more inclusive programs and spaces.</p> <p><i>Continued on next page ...</i></p>	<p><b>Training for Inclusion 2021 Edition - How to train staff to support 2SLGBTQ+ campers and families</b></p> <p>You cannot build an inclusive camp community on your own. Training your staff to help build this supportive culture in an integral step, but it is hard to know where to start. How do you train staff to adopt inclusive practices? What base knowledge do you need to run a training session? What would a session on inclusion even look like?</p> <p>Building on their 2019 and 2020 sessions at Tri-State Amanda and Davin will share three new proven training sessions they have used to teach camp staff how to build diverse and inclusive communities. For both front-line and management staff, these sessions are ready to use and easily incorporated into your existing training program. You will learn how to talk to staff about diversity and inclusion, and</p>

	<p><b>Davin Allan</b>  The Outdoor Education Director at YMCA Camp Elphinstone in British Columbia, Davin Allan completed his HBA in Sociology, focusing particularly on gender and youth studies. Having worked at a summer camp for 2SLGBTQ+ and allied youth in Ontario, Davin saw the need for many other camps to embrace this same sense of inclusion and acceptance, to ensure 2SLGBTQ+ campers are being offered a safe, barrier-free, and traditional camp experience. Collaborating with community leaders and 2SLGBTQ+ organizations and through his own experiences, Davin crafted a set of recommended guidelines and training sessions for the inclusion of 2S2SLGBTQ+ campers at overnight camp, which he has started to share widely amongst camping professionals.</p>	<p>equip them with concrete tools and language they can use to support 2SLGBTQ+ campers. These training sessions are designed to foster staff contribution, so your whole staff team can work together to build an intentionally inclusive camp community.</p>
<p>12:00 - 1:00 p.m.</p> <p><b>Choose your session</b></p> <p><b>Room 1</b></p>	<p><b>Andy Pritikin,</b>  Liberty Lake Day Camp</p> <p>Andy Pritikin is the owner, Director, and Founder of Liberty Lake Day Camp. He has served as the American Camp Association NY/NJ President, Professional Development Chair, and the Chair of the Tri-State Camp Conference- the largest annual gathering of Camp professionals in the world. For over 20 years, Andy has been serving on ACA national and regional committees, presenting at conferences across the world, and appearing on TV, in print media, on the internet and podcasts as a spokesman and leader of the summer camp industry. At the local level, Andy is founder and past president of the New Jersey Camps Government Affairs Project, an organization created to protect the interests of all New Jersey Camps, and an active member of the Chamber of Commerce. Andy is also the co-founder and Producer of the NJ Renaissance Faire, the largest festival of its kind in New Jersey.</p> <p><b>Eric Shendelman,</b>  Crestwood Valley Day Camp</p> <p>Eric Shendelman (aka Shendy) has been actively involved in aquatics for the last 30 years. He is the Standards Chair of the Ontario Camps Association, and is a on the Canadian Drowning Coalition as a representative of the Canadian Camping Association, and is a past President of the Ontario Camps Association and has worked for a number of reputable swim organizations as an Instructor, Lifeguard, Examiner and Trainer before starting Shendy's in 1992. Over the years, Eric picked up some of the best teaching methods and strategies which he has incorporated into his program. His staff are trained to utilize these creative</p>	<p><b>Canada vs. USA: Running Camp In A Pandemic – The results are in from 2020 from both sides of the border</b></p> <p>Some called them guinea pigs, others called them pandemic pioneers and others called them great leaders. Have you often wondered how folks ran day camp in 2020? Come listen to these experts from either side of the US / Canada border who ran camp last summer when most didn't. They will highlight the challenges, the communication strategies, the restrictions, the fun and the results running camp in a pandemic?. Come listen to what it took and what it will take as we move towards the summer of 2021.</p>

	<p>and unique teaching skills to ensure that every student feels happy, safe and confident in the water. Eric's teaching style is as 'hands on' as they come. You'll often find him in the water working with students and staff. He loves what he does. Eric is also a qualified Primary, Junior and Intermediate teacher who taught in private and public schools over a 12 year period. Eric is the former Camp Director at Crestwood Valley Day Camp in Toronto. He is also a member of the Society of Camp Directors. Eric sits on a variety of committees that utilize his expertise in the area of Aquatics and First Aid. He is also involved with a number of residential camps helping to develop their aquatic and first aid programs.</p>	
<p>12:00 - 1:00 p.m.</p> <p><b>Choose your session</b></p> <p><b>Room 2</b></p>	<p><b>Travis Allison,</b> Go Camp Pro</p> <p>Travis Allison hates mushy fruit but loves jam.</p> <p>It's not just fruit that Travis from Go Camp Pro thinks about in great detail. His creative and conscientious persona has made him a keynote speaker at conferences across the US and Canada.</p> <p>Travis knows his mission: to help organizations create spaces where children and young adults can be truly noticed and appreciated.</p>	<p><b>In Conversation with... Travis Allison</b></p> <p>Are you struggling with getting your messaging just right for this summer? Do you have spots you still need to fill? Are there questions from camper families you want to answer in just the right way? Join Travis and pick his brain filled with years of camp marketing experience. Come prepared with your questions!</p>
<p>12:00 - 1:00 p.m.</p> <p><b>Choose your session</b></p> <p><b>Room 3</b></p>	<p><b>Curt Jackson,</b> SCamp Life</p> <p>Curt is the founder of SCamp Life, an online resource for camp professionals. He has worked at multiple YMCA camps, Boys and Girls Club camps, and city recreation departments. His camp passions lie in creating or improving camp activities, as well as the art of staff supervision and motivation. He shares his knowledge, experience and ideas through his books, blog and as a co-host on The SCamp Life podcast. Curt also enjoys bringing camp pros together to share their knowledge through his summits and virtual conference, SCampCon.</p>	<p><b>30 Socially Distanced Activities at Camp</b></p> <p>Last summer, camps that ran kept their campers in separate groups (or pods). Campers participated in activities with only those in their small group. They rarely, if ever, did anything with other groups. It looks like this summer, camps will have similar restrictions.</p> <p>In this session, Curt will provide 30 activities where groups can interact with other groups while still adhering to social distance guidelines. These are fantastic activities you'll want to use even after things go back to normal.</p>

<p>12:00 - 1:00 p.m.</p> <p><b>Choose your session</b></p> <p><b>Room 4</b></p>	<p><b>Gabrielle Raill,</b> Camp Ouareau</p> <p>Gabrielle Raill has combined her passion for education, as well as her experience as the director of Camp Ouareau, an all girls summer camp, to develop a wide range of educational and developmental programs. She has consulted with several organizations such as The International Camping Fellowship, Concordia University, and NASA, providing expertise on creating positive community dynamics also a proud co host on the podcasts CampCode and Camp Hacker.</p>	<p><b>Empowering Staff to A.C.T. so They Don't Talk Behind Your Back</b></p> <p>When things get tough at camp, many staff have a hard time coming forward with their issues and concerns. This can create misunderstandings, missed opportunities for improvement and/or that toxic staff environment. Gab tackles one of the hardest and most important staff training skills: Empowering staff to come forward and problem solve. Create an environment where staff learn:</p> <ul style="list-style-type: none"> <li>● to be AWARE of difficulties,</li> <li>● to COMMUNICATE their concerns efficiently, and</li> <li>● to find a solution TOGETHER.</li> </ul>
<p>1:15 - 2:15 p.m.</p> <p><b>Choose your session</b></p> <p><b>Room 1</b></p>	<p><b>Shauna Guglielmo,</b> The Lincoln Park Zoo Camp</p> <p>Over her 21 year tenure in the camp world, Shauna Guglielmo has worked in the US and UK at traditional residential and day camps, in outdoor and environmental education, at recreation centers and at inclusive camps working with children and adults living with health, physical and cognitive disabilities.</p> <p>Having held a variety of positions in the camp world, Shauna and her years of experience are currently being put to good use at Lincoln Park Zoo Camp in Chicago, IL where her love for animals and the camp world mingle. Shauna has a passion for creative problem solving, mental health support, positive staff culture and creating an inclusive environment for all at camp.</p>	<p><b>Smells Like Teen Spirit</b></p> <p>Creating the next generation of leaders is not only a huge undertaking, it's hard work. Relating to teens, figuring out age appropriate professional development, and keeping things interesting for this wide age group, are some of the hardest items to tackle for teen program managers. How do we know what is a cognitively appropriate task or professional development for teens? How can we create recognition programs that teens view with earnest and see as honorable? All this and more will be discussed in this session.</p>

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<p>1:15 - 2:15 p.m.</p> <p><b>Choose your session</b></p> <p><b>Room 3</b></p>	<p><b>Kim Aycock,</b> Kim Aycock Consulting</p> <p><b>Jolly Corley,</b> Camp Robindel</p> <p>Kim Aycock, MST, has several decades of experience blending the skills of a master teacher with the knowledge of a seasoned camp expert. She trains camp staff at all levels and speaks professionally at regional and national conferences. Kim has the ability to connect with and motivate learners of all ages through her interactive and innovative presentations (in-person and virtual!). Kim also serves as the Co-Chair of ACA's Staff Recruitment and Retention Committee whose goal is to support efforts to recruit, hire and retain camp staff. More information can be found at her website: <a href="http://www.kimaycock.com">www.kimaycock.com</a>.</p> <p>Jolly Corley, M.S. in Educational Leadership, is a camp educator with over 20 years experience in camping. She is passionate about leadership development with a specific focus on camp as a means of growing emotional intelligence. Jolly uses real-life experiences to illustrate avenues communities can utilize to grow leadership skills. An actor in her previous career and a gifted storyteller. Jolly enjoys bringing to life the hidden leadership potential each of us possesses.</p>	<p><b>Hello Micro-Learning: The End of Staff Training As We Know It</b></p> <p>Distracted. Impatient. Overwhelmed. Meet the modern learner (and many of your staff even BEFORE the pandemic). A solution? Apply the "less is more" principle of micro-learning to both virtual and in-person orientation and ongoing training in order to deliver content in small, bite-sized segments. Practice ways in this interactive session to give staff a distinct piece of timely information and reach a learning outcome in just a couple of minutes (but remember long after). Good-bye long lectures, hello micro-learning!</p>

1:15 -  
2:15 p.m.

**Choose  
your  
session**

**Room 4**

**Amanda Grassick,  
Pride Camping Association**

The Manager, Member Risk at the Girl Guides of Canada, Amanda holds an MA in Interdisciplinary Studies (Applied Psychology in Education, Women's Studies, and Sociology). They have over 25 years of experience in the camping and youth development field and have held leadership positions in camping programs across Canada. Amanda has focused on working with campers, staff and organizations representing marginalized and diverse communities, with particular focus on using anti-oppressive theory and practice to help develop policies and guidelines that foster belonging and inclusion. Amanda identifies as queer and genderqueer, and draws on their personal experiences in the camping community to advocate for more inclusive programs and spaces.

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**Adapting Physical Spaces to Foster  
Gender-Inclusive Camp  
Communities**

While gender diversity is gaining acceptance in today's society, trans, trans\*, and genderqueer people continue to face barriers to full inclusion in school, workplaces and recreation spaces.

While camps can play an integral role in supporting gender diverse campers and staff, many do not know where to start when thinking about creating gender-inclusive spaces. Often camps get stuck thinking, "We cannot afford to build new washrooms, showers, cabins, etc..." In this session Davin and Amanda will discuss simple solutions to create gender-inclusive space, with a focus on adapting current facilities.