

Welcome & Opening Keynote**Jessica Andrews-Wilson****9:30-10:30 am****Breakout Group 1****10:40-11:30 am****15 Habits for Highly Effective Camp Staff (Barry Garst, PhD) - Gym**

Effective staff performance doesn't just happen, it results from a combination of personal attributes and careful development of specific job-related skills and quality-focused habits. Informed by promising camp practices as well Steven Covey's "Seven Habits" model, this session explores "habits" commonplace in high-performing camp staff teams. From measuring staff buy-in to understanding the urgent-importance matrix, participants will gain important insight into what makes high-quality, high-functioning teams tick. **(MID-LEVEL)**

Talking to Youth About Diversity (Michael Davis, PhD) - Dining Hall

It's bound to happen, a participant says something that brings up a discussion about the world we live in and issues around social justice. So what do we say? Do we just ignore the comment, say "that's better to be talk about at home", or go on our platform about diversity issues for 20 minutes? What should we say or do? This session will explore basic concepts about social justice and diversity, and explore ways to explain concepts to youth and ways to address issues when you and your staff are presented with them.

Creating a Culture of Safety (Katie Johnson) - Creative Arts

Get excited - its risk management time! While this might not be your favorite topic when preparing for camp, it is important that we look at all the ways we can keep our campers and fellow staff safe this summer! This session will focus on how you can help create a Culture of Safety at your camp program through very simple techniques, such as "see something, say something" and setting the tone for your campers & staff. **(MID-LEVEL)**

Behavior Management Toolkit (Claire Miller) - Arts & Crafts

Working with children and youth makes us feel we are making a positive impact on others and the future, but sometimes (often) children challenge us to our cores with all manner of difficult behaviors. This session will not offer you a magical spell to eliminate problematic child behavior; however, you will learn a variety of specific tools and strategies for handling children's behavior in positive, constructive ways.

Freshen Up Old Games (Chuck Steinfurth) - Center Green

Tired of playing the same old games? Come learn new ways to modify all the old classics into brand new games. We will focus on games that keep all children active, such as non-elimination games. Come ready to move!

Keys to Building Contagious Confidence (Abby Keenan) - Outdoor Amphitheater

Camp staff simply perform better with a little confidence. Contrary to popular belief, confidence is not something you either have or you don't, but is a skill that can be developed over time. In this session, you will learn about where confidence comes from and how to become more confident in order to set a positive example for campers this summer!

Think Green: Simple Ways to Make Camp Eco-Friendly (Kasey Bozeman) - Pool Pavilion

We all know the 3 R's – reduce, reuse, and recycle. And we've heard the phrase "leave no trace" again and again. However, sometimes it can be hard to implement massive changes in camp settings. Did you know that there are little changes that you can make so that your camp is more eco-friendly? And no, this doesn't mean you get to conserve water by not showering. Using The Green Book: The Everyday Guide to Saving the Planet One Simple Step at a Time as a guide, this workshop will be an interactive dialogue about ways that campers, counselors, and other staff can think green while at camp. Additionally, information about how to teach natural resource conversation to youth will be shared. Participants will even get to create their own repurposed, eco-friendly camp craft at the end of the workshop.

LUNCH (Dining Hall) 11:40 am - 12:30 pm**Ronnie Pepper, Storyteller**

Breakout Group 2

12:40 pm -1:30 pm

Critical (and Simple) Strategies for Reducing Injuries and Illness at Camp (Barry Garst, PhD) - Gym

Camp staff are key to a safe, healthy camp environment. This session explores common ways that campers and staff get sick or injured in camp, and shares strategies that camp directors and program staff can use to decrease the likelihood and prevalence of camper and staff injuries and illness. These promising practices can help all camps prepare for a healthier and safer 2017 camp season. **(MID-LEVEL)**

Teaching Bystander Prevention at Every Level (Michael Davis, PhD) - Dining Hall

Our participants face a lot in schools and even at our programs. From bullying, unwanted sexual remarks/advances, to stepping in when a friend drinks too much, our staff and participants need to know how to respond and intervene when possible. This session will explore the three major bystander intervention techniques: Direct, Distract, and Delegate.

Kids Who Own You (Dorcas Tomasek) - Creative Arts

Children, who begin to run out of, or have never learned safe and rational ways of coping as their behavior escalates, need our best when they are giving us their worst. Come ready to participate in this learning workshop as we share tools and techniques that can assist in providing a safe and consistent approach before kids own us.

Promoting Courage in Campers (Candace Doby) - Arts and Crafts

Courage, often referred to as the foundation of all virtues, plays an important role in the development of youth. With courage, youth can act freely—despite risk and fear—to be, defend and expand themselves. In this interactive session, participants will learn about the components of courage and how to promote them in youth.

5-Minute Fillers (Katherine Parnell) - Center Green

For the first time in what feels like ever, your campers actually put both of their shoes on, grabbed their water bottles and were ready to go... 5 minutes early. Instead of nothing, you need something! Don't just stand there, come learn 5-minute fillers that you can use, teach, and create this summer with your campers. This session will help you keep your campers engaged and entertained so you can be the fun counselor.

Building Your Toolbox: How to Effectively Work With Youth (Mary Kate Chapman) - Outdoor Amphitheater

Join us for this fun, engaging workshop and understand the basic concepts of youth leadership and empowerment and how they apply to working with youth; learn new activities, techniques and tools to encourage youth engagement, participation, connection and leadership; and identify ways in which you can get along with youth, set appropriate boundaries and be an outstanding mentor.

Ages & Stages: Age is More Than a Number (Gwynn Powell, PhD) - Pool Pavilion

Join us for an interactive session where we explore the differences among campers in terms of physical, social, emotional and spiritual needs. Learn how to best adapt activities and approach to best support each age group in this train-the-trainer model session.

Breakout Group 3

1:40 pm - 2:30 pm

Building Resilience in Children: Reassuring Parents and Fending Off Lawyers (Debbie Ausburn) - Gym

Our culture has spent decades thinking that "there is no such thing as too safe for children." Now we are discovering that too much protection actually harms children. Camp is a wonderful place for children to become independent, learn the limits of the physical world, and learn how to rebound from failure. However, we have to do that within the confines of parents' expectations and legal standards, both of which have yet to catch up with the mental health findings on safety. This workshop will help camps find the balance between keeping children safe, but helping them grow into independent and resilient adults. **(MID-LEVEL)**

How You Praise Success Matters (Abby Keenan) - Dining Hall

In supporting and giving feedback to campers, how often do you find yourself saying "good job", "keep up the great work", or "that's awesome"? While these are nice to hear, being more intentional with your praise can help you to purposefully build relationships, motivate, and encourage repeated success with your campers. Learn and practice effective praise & active-constructive responding, and apply them to your work this summer.

Dancing with Festive Campers (Dorcas Tomasek) - Creative Arts

Campers who are high energy, have difficulty with impulse control, let's call them festive campers, can sometimes be challenging to play/work with at camp. Come learn how to "dance" with festive campers using specific techniques that work well in helping kids of all ages be successful in your program.

Can't, Could, Can, Won't: Performance Management for Supervisors (Claire Miller) – Arts & Crafts

The High Impact Leadership Model (HILM) provides a simple but highly effective rubric for determining whether an employee situation represents a performance problem. In this session participants will learn the HILM method including the related Performance Management Method. Leave this session with an understanding of the supervisor's role in an employee's success and depart with practical tools you can apply in your day-to-day work. **(MID-LEVEL)**

Camp Will-A-Way Tour (WAW Staff) – Center Green Join us for a "behind the scenes" tour of Camp WAW!

Positive Discipline (Carly Robinson) – Outdoor Amphitheater

Participants will learn how to set their campers up for behavioral success, with tips and techniques to use during staff training. Activities and skills will demonstrate the difference between punishment and discipline, how it teaches campers about life skills, and specific tools you can implement this summer.

Creativity at Camp – SPAM, Finger Painting , and Bubble Wrap (Kasey Bozeman) – Pool Pavilion

Ever thought about ways to spice up your traditional camping program but didn't know where to start? How do you enhance existing activities while still building life skills in youth? Has there ever been a time when you just wanted to do something that was crazy fun? Studies indicate that giving youth the opportunity to play fosters crucial social, emotional, and cognitive skills. Inspired from the movie Patch Adams, we designed a series of challenges at camp that includes a pool of 150lbs of spaghetti noodles. Other activities include carving SPAM, finger painting the declaration of independence, solving puzzles, popping bubble wrap, and more! Join the interactive workshop that discusses the concept of innovation, transformative youth development camp activities, and value of play as it relates to educational settings.

Closing Keynote & Evaluation

Jessica Andrews-Wilson

2:40-3:30 pm

Speaker Bios

Jessica Andrews-Wilson currently serves as the Executive Director for GUIDE, Inc. At GUIDE full time since 2000, Jessica served as the Director of the Georgia Teen Institute (GTI) until 2011 and the Director of Training and Capacity Building until early 2014 when she became the Associate Director. Jessica has volunteered and worked in various capacities with community mobilization, youth development and substance abuse prevention since her first year at the Georgia Teen Institute in 1993.

Debbie Ausburn has worked with youth-serving organizations for more than 30 years, including service as a social worker, volunteer, criminal prosecutor, foster parent, and civil defense attorney. Her current civil practice focuses on defending those organizations throughout the United States. The claims she has defended range from minor physical injuries to claims of sexual abuse of children in the organization's care.

Kasey Bozeman is the 4-H Youth Development Extension Agent in Liberty County, Georgia. She holds a Master's degree in Environmental Education and Bachelor's degree in Environmental Science. Kasey is currently earning an EdD in Curriculum Studies. Her specific areas of interest include working with military families, teaching environmental concepts to youth, and exploring the concepts of creativity and imagination. Her favorite learning environments are outdoors, engaging, and fun. She's a master SPAM carver, dreams of being on Saturday Night Live, and refers to herself as the "Queen of Noodles" at summer camp. Her favorite camp food is s'mores and she firmly believes pearls go with any outfit.

Mary Kate C. Chapman currently serves as the Director of Youth Leadership & Engagement for GUIDE, Inc. In this capacity, Mary Kate is responsible for oversight of the Youth Advisory Board, customized youth training events and Georgia Teen Institute. As the Director of Georgia Teen Institute (GTI), Mary Kate works year-round to oversee technical assistance and support of all Youth Action Teams, provide training and networking for Adult Advisors and plan and implement all aspects of the summer conference. Mary Kate is an Internationally Certified Prevention Specialist through the Prevention Credentialing Consortium of Georgia and regularly trains others in the Core Courses required by PCCG. She has presented at local, state and national conferences and is an active member of the National Society of Leadership and Success.

Michael Davis, Ph.D. serves as the Director of Undergraduate Services for the Chi Phi National Fraternity. In this role, Michael helps develop and educate the men of the fraternity on 56 campuses. Michael has a background working on college campuses and has volunteered with the Georgia Teen Institute program for over 15 years. Michael frequently presents on topics of social justice, bystander intervention, alcohol risk reduction, risk management, and leadership/ organizational skills.

Candace Doby is an empowerment speaker who combines personal storytelling with life lessons and a dynamic presence to inspire youth and young adults to act courageously. Her stories? Traveling across the world solo, starting an online business, auditioning for a professional dance team (with no formal dance experience) and many more. Candace was a top speaker for Monster's Making It Count Program and has spoken to over 6,000 students across the southeast in assemblies, classrooms and graduation ceremonies on topics ranging from fundamentals of school success to the art of confronting fear. Candace received bachelor's and master's degrees in Journalism and Mass Communication from the University of North Carolina at Chapel Hill, where she ran track, worked at the school paper and served as a resident advisor. She is a 13-year marketing professional who has worked for some of the best advertising agencies in the country.

Barry A. Garst, Ph.D. is an associate professor of youth development leadership at Clemson University in the Department of Parks, Recreation and Tourism Management. Prior to joining Clemson's faculty, Barry served as the national director of program development and research application with the American Camp Association and was previously an assistant professor and extension specialist in youth development at Virginia Tech. His research and professional interests focus on the developmental outcomes of youth programs, with a particular focus on out-of-school time (OST) settings.

Katie Johnson is a Consultant for The Redwoods Group. Prior to joining TRG, Katie spent many years as a camper, counselor, lifeguard, challenge course director, and eventually camp director for both day and resident camps. In 2008, Katie joined the American Camp Association (ACA) where she worked to support the work of camps across the country, until 2016, when she joined TRG. Katie's world revolves her family, including her 7 year old son, Davis.

Abby Keenan is a sport psychology consultant and facilitator with Intrepid Performance Consulting. She specializes in training youth athletes to use mental skills, such as confidence, to improve their performance. Additionally, she works with coaches and teams by creating experiential workshops and events to improve team communication, cohesion, and performance. She has her Master's degree in Educational/Sport Psychology from Florida State University and is a Certified Consultant through the Association for Applied Sport Psychology. She was a camp staff member of Georgia Teen Institute for five years, has presented workshops at state, regional, and national conferences, and has a passion for helping others achieve excellence in their lives.

Claire Miller has worked in non-formal education settings since 1997. Claire was a Hands On Atlanta AmeriCorps Volunteer, a Peace Corps Volunteer in Guatemala, and an environmental educator before starting with the City of Decatur in 2005 as a Program Supervisor. She is now the Director the City of Decatur's Children and Youth Services Department (CYS). CYS operates 8 after school programs for K-8th graders as well as summer camp programs during the summer months. Claire has designed and led active, engaging staff development opportunities for over 10 years for front-line staff and supervisors, including presenting a session at the 2015 National AfterSchool Association Convention. She holds a Bachelors degree in Sociology from Oberlin College and a Master of Public Administration from the University of Georgia.

Casey Mull serves as the University of Georgia Extension 4-H Specialist for Military Programs and 4-H Air Force youth Specialist. Casey earned a PhD in Adult Education, Learning, and Organizational Development. Casey received a Master's degree in Public Administration and Bachelor's degree in Business. His research interests include community engagement, boundary spanning, and youth camping. Casey is an expert oyster sucker, enjoys a good statistical analysis, and believes that learning can occur in the most unlikely of places. His favorite camp foods are vegetables – like macaroni and cheese.

Katherine "KP" Parnell, lives in Hendersonville, NC at Kanuga year round with her camp dogs Argos and Lucy. Much like Argos and Lucy, KP enjoys spending her days with campers and staff teaching new life skills and facilitating new challenges that build upon a foundation of faith, hope, and love. As the director of both Camp Bob and Youth Conferences, she enjoys finding beauty in the small moments and spontaneous dance breaks.

Ronnie Pepper began his career as a Neighborhood Youth Corps worker at the YMCA as a teen. It is also where he started on his journey as a storyteller by entertaining the young with tried-and-true folktales. Over the years Ronnie has worked with children in the Head Start program, YMCA summer camps in NC, the Recreation Department at Hughes Memorial in VA, and with the Juvenile Justice Department Boys Group. He has counseled teenagers for summer youth job programs for at risk youth for many summers. Ronnie has traveled to Mexico, India, and Brazil where he has had the opportunity to learn about different cultures by participating in various activities. Wherever he goes, Ronnie shares a story and learns a story. Ronnie's storytelling is exciting and engages the listener in many ways. Ronnie is a native of Henderson County where he lives with his wife, Roxanna. They have two children and three grandchildren. He is presently employed at the Henderson County Library.

Gwynn Powell, PhD, is part of the Park, Recreation, and Tourism Management faculty at Clemson University. She has been an active volunteer with ACA at the local and national level with two decades of experience with day and residential camp, as well as recent experience with camps in Russia, South Africa and Turkey. She serves as an Ambassador for the International Camping Fellowship.

Carly Robinson has over two decades in the natural resources recreation field. She obtained her undergrad in Education from Auburn University, and M.Ed. in Rec & Leisure Studies from UGA. Carly's experiences include school teacher, park ranger, adventure trip leader, and the hotel and restaurant industry. These skills trained her for her current position as the Camp Director for the Boys & Girls Clubs of Metro Atlanta's Camp Kiwanis in Danielsville, GA.

Chuck Steinfurth has worked for the YMCA for 16+ years in various roles with afterschool and summer camp programs. Her is currently the Statewide Healthy Eating and Physical Activity Coordinator working with all of the Y's in South Carolina. He has presented at numerous conferences and training's throughout the US.

Dorcas Ann Tomasek joined The Redwoods Group as a risk consultant after having been in specialty medical needs camping since 1992. Spending 17 years at Camp Boggy Creek, one of Paul Newman's Serious Fun Children's Network (SFCN) camp, Dorcas specialized in program development, crisis response planning, food service management and bringing camp's mission to life. Dorcas is an American Camp Association Accreditation Instructor/visitor.

THANK YOU for joining us for the 5th Annual Camp 4U...see you next year!