

WORKSHOP DESCRIPTIONS

Workshop A: Monday, January 28, 1:30-2:45pm

Gracious Hospitality: One Center's Journey from Struggle to Vitality & What You Can Learn from It *Todd Bartlett, Executive Director, Camp and Retreat Ministries of the Oregon-Idaho Conference of the United Methodist* todd@umoi.org

This workshop will use the Collins Retreat Center as a case study for exploring the role of hospitality to form your ministry as a camp or retreat center. This will include conversations about the history of your site; why you exist; and how Christian hospitality can be incorporated into the development of your staff, your work with guests and your interactions with those who work for other organizations with whom you do business.

About the Speaker: Todd Bartlett is the Executive Director of Camp and Retreat Ministries of the Oregon-Idaho Conference of the United Methodist church, overseeing six camp and retreat centers. He has served as the Director of the Collins Retreat Center for 8 years, and 7 years on summer staff at two different sites in OR and MN. He is an ordained elder in the United Methodist Church and served local parishes for 18 years prior to serving professionally in camp and retreat ministry. He enjoys cooking, gardening, non-fiction reading and photography.

Launching a Latinx Family Camp *Maggie Foote and Alex Keeley, Diocese of Southern Ohio* revmaggiecmc@gmail.com, alex.keeley.lmc@gmail.com

Are you interested in serving Latinx families through your summer camp program? Come hear about Campamento Sagrada Familia at Procter Summer Camp in the Diocese of Southern Ohio. Campamento Sagrada Familia is a family camp program that is especially designed to be inclusive of Spanish-speaking families. We'll talk about what we've learned at Procter in offering this camp for the last two summers; some best practices, unexpected challenges, moments of transformation, and questions we still have going forward.

About the Speakers:

The Rev. Maggie Foote is a priest and church planter in the Diocese of Southern Ohio, currently working on starting a new church (Espiritu Santo - Forest Park) dedicated to serving Latinx immigrants in the Cincinnati, OH area. She grew up as a camp kid, and worked for several years at Procter Summer Camp in roles ranging from cabin counselor to assistant director. She lives in Cincinnati with her wife, Andrea, and their two dogs.

Alex Keeley is the Community Life Intern at Espiritu Santo and the Assistant Summer Camp Director at Procter Summer Camp. She is a member of Brendan's Crossing, one of two Episcopal Service Corps sites in the Diocese of Southern Ohio.

How Gen Z Campers See the World *The Rev. Lee Yates, InsideOut Camp Resources* revyoda@hotmail.com

Every generation has a style and some traits all their own. Some are stereotypical and others are shaped by world events. Gen Z (born 1995 - 2015) is still figuring out who they are and what they will become is still to be determined. For now, we are thankful for researchers who have given us a glimpse into their world. This includes their motivations, priorities, and how they learn. These factors are very important in learning to communicate with and care for campers.

About the Speaker: The Rev. Lee Yates is one of the authors of Faith Formation with the Next Generation, and serves as Managing Editor of "InsideOut Camp Resources." He served the Christian Church (Disciples of Christ) in Indiana as Minister of Faith Formation before moving to California where he serves as pastor of Covina Community Church (The Rainbow Church) and does consulting for local congregations. You can find out more about Lee and his work at www.FaithShaping.com.

Cultivating an Alumni Group *Beth Bojarski, Shelagh Casey Brown, Derek Greten-Harrison, Virginia Theological Seminary* bettybojarski@gmail.com, scaseybrown@vts.edu, dgreten-harrison@vts.edu

Developing strong alumni relationships reaps benefits in many areas of institutional life at your camp or center especially in the recruitment of future campers and attendees. During this session, we will explore elements of successful alumni programs and the impact on recruitment, fundraising and communication, and generally raising the visibility and profile of your camp or center. We will hear from staff of Virginia Theological Seminary about what has worked for them in recruitment efforts and in developing a broad alumni program, followed by time for discussion and sharing of best practices.

About the Speakers: Joining us from Virginia Theological Seminary are Shelagh Casey Brown, Director of Alumni and Church Relations, and Derek Greten-Harrison, Director of Admissions and Financial Aid. They will be joined by Beth Bojarski, past Executive Director of Camp Stevens and a member of the Alumni Association Executive Committee of VTS.

In It for the Long Haul: Self-Care and Self-Advocacy for Executive Directors *Nancy Pilon, Incarnation Center* npilon@incarnationcamp.org

This roundtable discussion will give Executive Directors an opportunity to learn about and share techniques for negotiating benefits and proactively avoiding burnout.

About the Speaker: Nancy Pilon became the ninth Executive Director of Incarnation Center in 2010. Prior to this, she served as the COO and earlier as the Incarnation Summer Camp Director. A native New Yorker, by way of Maryland, Nancy spent nearly every summer of her childhood at Incarnation Camp following in the footsteps of her mother who worked at Incarnation Center while in college and after. Her background includes an MA in Education Administration from West Virginia University and a Ph. D in Sports Management from the University of Kansas. The people and programs of Incarnation are the lifeblood of the organization. The latest program to be introduced is the Steward School, a residential semester school for students in grades six through nine focusing on environmental science, ethics and outdoor adventure. Besides program development, Nancy has overseen the funding, planning, building and completion of five major capital projects on camp over the last four years. Nancy resides in Deep River, CT with her husband Denis, and children Cameron and Rowan.

Workshop B: *Two-Part Workshops* NEW!

Part 1: Tuesday, January 29, 10:30-11:45am

Part 2: Tuesday, January 29, 1-2:15pm

***You are welcome to attend part one of one workshop, and part two of the other.*

Find Your Voice, Tell Your Story *Katie Forsyth, Dioceses of Eastern and Western Michigan* kforsyth@eastmich.org

A crash course in strategic communications for your camp – we will talk messaging, audience, and campaign planning to effectively market your camp to your community. What statistics should we pay attention to? What social media channels should we invest in to create the biggest impact? And how can we create and execute a cohesive campaign at every budget level?

About the Speaker: Katie Forsyth is the Canon for Evangelism and Networking for the dioceses of Eastern and Western Michigan equipping churches to get connected and get out into the community.

The Journey to Inclusion *Bernard Rocca, McGaw YMCA Camp Echo* bernardr@mcgawymca.org

Creating an inclusive culture is a never-ending journey. How do each of our unique identities in camp influence how we lead and the culture that we create at camp? How do we better understand our own experience and the experiences of others? What do we do with these reflections to evolve the cultures of our organizations to be more inclusive and equitable? This session will share resources that are used throughout the Y Movement to strengthen understanding of identity and create spaces that are more inclusive. Topics explored and discussed will include dimensions of diversity, implicit bias, staff development, and camp culture.

About the Speaker: Bernard Rocca has served as Executive Director of McGaw YMCA Camp Echo since summer 2014. During this time, Bernard has worked to create a culture of inclusion, with wonderful successes and learning moments along the way. As he has sought to grow and learn with peers throughout the Y movement, he has taken on a leadership role with the Y Diversity, Inclusion, and Global Engagement (DIG) in Camping Working Group and is also participating in YMCA of the USA's Camp Inclusion Project. Bernard believes that camp is truly for ALL and there is a great deal of work to be done to realize this vision.

Workshop C: *Wednesday, January 30, 10am-12pm*

Wellness Plenary: Counting Sheep at Night? It's Not Only a Numbers Game! *Krishna Dholakia and Janet Todd, Church Pension Group* kdholakia@cpg.org, jtodd@cpg.org

Are the demands of everyday life keeping you up at night? Don't worry; you're not alone. In this two-hour session, you will learn how wellness concepts may apply to your health and financial life. We will provide practical tools and resources related to mindfulness and financial behavior, helping tackle those roadblocks that may hinder your sense of well-being.

Workshop D: Thursday, January 31, 10:45am-12pm

DIY I.T. *James Ryder, Claggett Center and Tony Butt, Independent IT Manager* jryder@claggettcenter.org,
anthony.butt@salesforce.com

Do you have any questions or concerns with your IT setup? Are you the only person at your center who knows how to configure computers, laptops, and printers? Do your guests always ask if the internet is "good enough" for their group's needs? If your answer is yes to any of these questions, then join us for an interactive discussion covering IT in the camp and conference center environment. Topics covered will include IT best practices, Terminology 101, equipment and vendor selection, as well as time for Q&A.

About the Speakers:

Tony Butt has over 20 years' experience working in the IT industry, from installing and configuring small and medium sized computer networks as a consultant, to leading global teams in complex environments. Areas of expertise include: Leadership, Communication, Stakeholder Partnership, Project Management, Contact Center applications, Cloud computing, Cisco Routers/Switches, CRM Applications, FDA practices, ITIL, Open standards (IEEE, USB, and Bluetooth) specifically related to Medical Device communication.

James Ryder currently serves as the Co-Executive Director of the Claggett Center, the Diocese of Maryland's Camp, Conference, and Retreat Center. Prior to serving at the Claggett Center James served as a Conference Center Coordinator at Camp McDowell, in the Diocese of Alabama and as a Co-Director of Camp Latgawa, a ministry of the United Methodist Church and Diocese Oregon. Before working in camping full time James worked as a Press Assistant for the U.S. House Agriculture Committee, Instructor for Calleva Outdoors of Dickerson, MD, and as a high school civics teacher and cross-country coach at Ashe County High School in West Jefferson, NC. He received his Bachelor of Science from Appalachian State University in Social Science Secondary Education, and a Master of Professional Studies in Political Management from The George Washington University. James was raised in the Christian Church (Disciples of Christ) and grew up attending Camp Caroline in North Carolina.

Wayward Boards: How to Bring Them Back on the Straight and Narrow *Stuart Campbell, Galilee* executivedirector@galileetahoe.org

Despite the best of intentions, at times your center's Board of Trustees/Directors/Advisors can be disorganized and even harmful to the organization. This workshop will offer techniques for getting the best out of your volunteer board members. It will specifically address steps in moving your board from a place of ineffectiveness to high performance.

About the Speaker: Stuart Campbell has been the Executive Director at Galilee for over 10 years and has been involved with camping for nearly 30. He served on the ECCC board for two terms through 2016. He is married to Monica and they have two daughters, Ava and Grace. He loves hiking in the Tahoe mountains, skiing, and paddle boarding.

Financials 201 *Brad Thompson, St. Columba Episcopal Conference & Retreat Center*
brad@saintcolumbamemphis.org

Financials are an integral part of the equation: Without a strong financial base, your camp/conference center will suffer in their ministries. Come learn what to watch out for so that you will know where your camp/conference center stands financially. We will discuss: What reports are important and how to read them; what systems are in place to ensure employee accountability; why budgets are important and why projections are even more important.

About the Speaker: Brad Thompson has served as Executive Director of St. Columba Episcopal Conference and Retreat Center in Memphis, Tennessee, since 2011. Prior to his work at St. Columba, Brad was the Director of Camp Kanuga in Hendersonville, North Carolina for six years. Brad also serves as ECCC's treasurer and a vestry member of St. Elisabeth's Episcopal Church.

Be a Third Responder! *Sara Gunter, St. Dorothy's Rest* sarag@stdorothysrest.org

Several of our sites have been affected by disasters recently. Come to this workshop to hear how St. Dorothy's Rest, and other sites, have responded to disasters in their communities and to learn how your center can be involved in relief and recovery work in the wake of disasters as "Third Responders."

About the Speaker: Sara Gunter has been the Director of Programming at St. Dorothy's Rest, in the Diocese of California, for almost three years. She grew up going to Junior Music Camp in the Diocese of San Joaquin with both her parents and both her sisters. Camp started as a family affair and has stayed in her blood since! In her work currently, Sara is especially interested in helping St. Dorothy's become a Trauma Informed Camp, developing stronger leadership skills in herself and her staff, and learning better how to practice & teaching excellent self-care.

Panel: Step-by-Step Conference Center Programming

This panel will give you insight into successful events and programs around the ECCC network, for inspiration (and replication!) at your own. We will go into:

- Overviews of both recently established and long-term events/programming
- How the event has changed over the years
- Keys to making the program successful
- Steps to creating a new event
- Event program outlines

Panelists:

Jenifer Oliphant is the Operations Manager at Waycross Camp & Conference Center. She has a bachelor's degree from Ball State University in Interior Design. She has worked at Waycross for the past 10 years. Jenifer has worked to develop new events at Waycross like Dad's n Kids Weekend, which is only a few years old and working on Women's Week, which is over 30 years old. She added a second Women's Week in 2017 to handle the demand. When she is not at the office, you will likely find her at the local CrossFit gym or crocheting by the fireplace. reservations@waycrossccc.org

Lisa Marie Ryder is a Co-Executive Director of the Claggett Center, the camp, conference, and retreat center of the Episcopal Diocese of Maryland. She formerly served as the Director of The Alabama Folk School at Camp McDowell and Co-Director of Camp Latgawa in Southern Oregon.

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Lisa Marie was formed and transformed as a camper and staff member at Waycross Episcopal Camp. Her experience as a camp counselor and staff member inspired her to pursue a career in museum education. She holds a B.A. in Art from Eureka College and a M.A.T. in Museum Education from The George Washington University. Lisa Marie served as the manager of The National Children's Museum's outreach division where she helped grow the program from 35,000 to over 200,000 participants annually and coordinated the museum's annual participation in The White House Easter Egg Roll. lmryder@claggettcenter.org

Lauri SoJourney came to Lake Logan as executive director in 2017. Prior to that, she served as executive director at Gravatt Camp and Conference Center in South Carolina. She believes strongly in the power of camp and retreat ministry and feels incredibly lucky to be able to carry out this ministry in the Episcopal Church in such a beautiful place. Lauri has a BA in English/Professional Communications from Winthrop University, an MA in Student Personnel Administration from Ball State University, and a certificate in Nonprofit Management also from Winthrop. She served on the ECCC Board from 2011-2016, and was president for two years. Lauri lives on Lake Logan property with her husband and three of their six children as well as a small farm of family pets, including dogs, cats, chickens, and about 40,000 bees. lauri@lakelogan.org

Workshop E: Thursday, January 31, 1-2:15pm

Aligning Policies & Practices with a Visionary, Changing Mission: Are You Who You Say You Are? *Rob Watson, Diocese of West Texas* rob.watson@dwtx.org

Do your policies reflect your values and your mission? Has your ministry changed, but your guiding principles have not? Is your ministry outpacing your diocese/governing body or vice versa? During this workshop, we will explore our evolving work as camps and conference centers and what it means to be true to our mission and if it is possible to change the basic principles by which we are guided. We will discuss vision, support or lack of for our ministry, integrity, conviction, values and courage. Participants will leave the workshop with practical solutions and suggestions for making policy changes.

About the Speaker: Rob Watson has served as the Executive Director of Camps and Conferences for the Episcopal Diocese of West Texas since 2008. He oversees operations at Camp Capers, Mustang Island Conference Center, and Duncan Park, and over the course of nine years has watched in awe and disbelief as the DWTX camping program doubled in size, added new facilities, additional acreage, and a property in Colorado. Rob lives with his lovely wife, Shanna (also a camp director) and their six children in Wimberley, Texas.

Calculating the Incalculable *Steve Rumage, Episcopal Conference Center Oakhurst* ecco1@sti.net

Is a growing budget the best and only measure of success? Would we feel differently if a growing budget masked the fact that there were fewer heads on the beds? Are we serving fewer, or more, of the people that our camps and centers were built to serve? Is every facility on our property still needed? Has our mission evolved? Do our current facilities still support our mission? How much does it cost to serve a meal? Are we charging an appropriate price? What is the minimum group size that we can afford to serve? The maximum? Does the budget reflect our vision or is it just 3% more than last year? How do we convert data into meaningful information that will allow our board members to be confident in our management and provide them the tools they need to best determine how to support our mission and ministries? Learn methodologies for calculating costs, determining pricing, and evaluating usage. Leave this session with worksheets to help you calculate and develop actionable information that will make it easier to manage your camp and/or conference center.

About the Speaker: Steve Rumage is a graduate of Purdue University and holds a Bachelor of Science degree in Recreation Resource Administration. He spent his college summers working for the Boy Scouts of America at Philmont Scout Ranch, a 216 square-mile high adventure property in northern New Mexico. He was recruited into the executive ranks of the Boy Scouts of America and served in positions of increasing responsibility during a 27-year career during which he directed and managed a total of 15 different camps. During that period, Steve authored the Learning for Life Outdoor Education Program for the BSA, which became a model program for BSA councils across the country. Although the BSA always treated camp as an additional responsibility, it was the element of his work he enjoyed most. Steve transitioned to full-time work in Christian camping in 2005. Since then, he has directed Christian-affiliated Camps and Conference Centers in Maine, Oregon, and currently serves as the Executive Director at the Episcopal Conference Center in Oakhurst, CA.

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Thoughts on Starting an Environmental Education Program *Maggie Johnston and Mark Johnston, Camp McDowell* maggie@campmcdowell.org, bigfishmark11@gmail.com

This session will focus on key elements on how to begin an environmental program at your center. The overview will include thoughts on how best to use your site's assets, staffing, structure, and possible community relationships to achieve program integration that works best for you. Discussion will also benefit those not quite ready to start a formal program, providing suggestions on simple ways to bring environmental programming into your curriculum.

About the Speaker: Maggie Johnston is the Director of Educational Programming at Camp McDowell. She taught science at the Alabama School for the Deaf in Alabama for many years and brought her students to McDowell Environmental Center (MEC) since its inception. She retired from teaching to become director of MEC 14 years ago. She likes to say that she came to MEC thinking she knew exactly how a residential center should be run...but alas, she was pretty clueless. Over the past 14 years, a lot of learning has happened!

In the last 10 years, Camp McDowell has also grown its educational programs. Along with the MEC residential program, we now have McDowell Farm School, a residential farm program for schoolchildren and others to learn more about where their food comes from. We have Alabama Folk School that connects adults and youth with music, arts, blacksmithing, and more. And our latest educational program is Magnolia Nature School, a daily preschool for local children that partners with HeadStart. It is the first nature-based preschool in Alabama! It expanded to include kindergarten in fall 2018.

What to Do When an Active Shooter Is on Your Campus *Carla Odell, DaySpring Episcopal Conference Center* execdirector@dayspringfla.org

It is very difficult to think about anyone coming on your campus at your center with the intent of shooting as many people as they can, but in this day and age, we can't ignore the possibility of an incident like this occurring. You can't be complacent and think that it will never happen at your site, because it could. Have you discussed with your employees and your groups what to do in a case like this? Do you have written procedures? The purpose of this workshop is not to only to get you thinking about this topic, but to prompt you to go even further and start discussions with as many people as you can and begin putting together written procedures.

About the Speaker: Carla Odell has held the Executive Director position at DaySpring Episcopal Conference Center for over 7 years. Yet, her 14-year tenure at DaySpring includes her work as a bookkeeper and as administrator. She is a member of IACCA (International Association of Conference Center Administrators). Carla's previous work experience includes teaching elementary grade levels and owning a software company for educational software for schools for Hewlett Packard where she installed software and trained School District Employees.

The Hiring Cycle *Tori Barnes, American Camp Association* tbarnes@acacamps.org

This session will go over how to create effective applications, conduct effective interviews, both in-person and on the phone/online, including red flags when reference checking, and skills for behavioral and competency-based interviewing

About the Speaker: Tori Barnes is a Membership Development Manager with the American Camp Association, about mission-driven work and company culture. A long-time director of Skylark Ranch, a Girl Scout Camp in central California, Tori has designed and implemented quality professional development for Girl Scouts, Even Start Family Literacy Program, and the American Camp Association.