

# Summer Camp Professionals

A place for some on-going discussion for professionals in the world of summer camp. VENDORS: You are welcome here. Please join in the discussion and focus on helping the #CampPros. Selling your product before being a true member of the community will get you banned. Pros: We look forward to hearing from you. Please feel free to invite everyone you know who is a full-time staff person or who you feel should be a full-time staff person. Please take a moment and introduce yourself.

George DeTellis Jr. on 2011-12-30

Here's a deck we built on our Arts & Crafts building using Polycarb roofing. The cool thing about the smoke colored is that it doesn't show the dirt and filters the sun enough to provide light - but gives you a great ambiance.

Sally Moore

George...what was the budget for the building and did you keep to it?

George DeTellis Jr.

Sally, for the 25'x25' Nature Barn we did not have a budget, we just "went for it". I pay my carpenters \$40 per hour, these are older men with a lifetime of experience. I feel confident I could build another one for under \$20,000. My carpenters built all of the doors & windows by hand, but this is a very simple building without a foundation.

George DeTellis Jr. on 2011-12-30

We built this 25' x 25' barn for our Nature Specialist. The building is on the crown of the hill in the middle of the woods. Kids rotate through here as part of the daily schedule. The windows and doors slide or barn rails.

Jerrold Henoch

Great building for its purpose! Is this one you built yourself? Plans and/or budget?

George DeTellis Jr.

We designed it, had a retired architect draw it, got a building permit, I hired an excavator to dig the holes for the sonotubes, hit ledge, hired someone for \$200 to drill holes to put steel rods in the ledge (building inspector requirement). Called concrete truck, pour concrete for tubes, hired two carpenters to build it. Bought the rails for the barn doors & windows at Grainger. I'm the Go-for, and manage the sub-contractors.

Natasha Leigh on 2011-12-30

Just wanted to share that Staples has Western Digital 2TB External Hard drives on sale for \$129 (reg. \$229). I know that extra/back-up memory was recommended on a previous episode of the CampHacker podcast.

Dan Weir on 2011-12-29

The most intense moment of dodgeball

Beverley Canepari on 2011-12-28

Hi everyone, thanks for adding me! I wonder if anyone out there uses a good software program to track camp inventory? thanks for any input.

Lucy Haynes

This would be very helpful to me too! My goodness...how to keep track of everything we have floating around camp...now that's a puzzle!

Fraya Andich

One of my biggest problems during camp! Everyone is always asking me where the pens/notebooks/games/their campers/everything else is. (Mark Pearlman)

Curt Jackson on 2011-12-24

When it comes to donations can anyone suggest a really good youth charity?

Patti Thom

Kids in Camp- [www.kidsincamp.com](http://www.kidsincamp.com)

Mark Gramps Howard

[www.campkesem.org/iu](http://www.campkesem.org/iu)

Marc Cooper

[www.horizonartscamp.org](http://www.horizonartscamp.org)

Lori Colbert-Briscoe on 2011-12-28

Happy Holidays everyone! Thanks Jen Dundas for connecting me with what seems to be a great bunch of like-minded individuals! Cheers!

Abbie Parker on 2011-12-27

<http://www.extension.iastate.edu/article/4-h-camp-counselors-grow-campers>

Straight from the mouths of counselors (and I promise I didn't pay them to say such nice things, this article was written without my knowledge for the most part!)

George DeTellis Jr. on 2011-12-27

Here's another building we built in 2011 - This is our Drama Depot 22' x 40'. This piece of land was basically wasted space because it was on the side of a hill. Originally, it was just going to be a pavilion. But one of my contractors had a warehouse full of these windows and sold them to us cheap, so we closed in the building. This building has a 3' overhang designed into the trusses. I try to give each building it's own theme and color scheme, so camp doesn't look like a military barracks.

David Schilling on 2011-12-21

Does anyone have any experience working with 3rd party companies that offer the parents "camp insurance". That is insurance against cancellation etc... I know there used to be a company called [mycampprotector.com](http://mycampprotector.com). Any others?

Melissa Joy-McGeachie Macdonald

Our insurance company, AMSkier, works with these guys and it seems to have worked out quite well: [www.csatravelprotection.com/AMSkier](http://www.csatravelprotection.com/AMSkier)

Mike Balsamo

There was just an ad in Camping Magazine for [Residentcampprotector.com](http://Residentcampprotector.com) - no experience with using them - we only suggest that our parents purchase insurance from a third party vendor for cancellations.

David Schilling

Thanks for those suggestions, I will look into both of them.

George DeTellis Jr. on 2011-12-23

Gaga in the rain barefoot with bathing suits

George DeTellis Jr. on 2011-12-23

Here's another photo of our Gaga pit. Counselors not required for play. Our campers use this from 7am when we have extended day until the last group leaves at 6pm

George DeTellis Jr.

Gaga is a game of dodgeball where you can play with teams or more often every player for himself. When the game gets down to two or three players, often the other children will shout out "jailbreak" which means, lets call it a game, and start over with everyone back in the game.

George DeTellis Jr. on 2011-12-23

<http://www.scribd.com/doc/76354748/Gaga-Pit-Construction-Plans>

George DeTellis Jr.

OK, so here are the building plans with rules to build a Gaga Pit at your camp in 2012!!!!

Will Shelton on 2011-12-22

Has anyone played an all-camp version of Mario Kart? I've seen pictures, but can't find a write up anywhere!

Dan Kosmo Leaver

that sounds interesting. Has my brain working as to how to play...

Chris Pot on 2011-12-21

Thought this was an interesting article.

<http://my.psychologytoday.com/blog/smores-and-more/201112/creating-advantage-in-college>

Travis Allison on 2011-12-21

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So grateful for this amazing community of over 500 summer camp leaders from around the world!

Curt Jackson

500? When's the celebration party, Travis? Food, games, music, party hats...we need it all!!!! That's awesome, dude!!

Dan Kosmo Leaver on 2011-12-15

Anyone use QR codes for advertising?

After reading Jennifer H. Selke's blog about "Bad Examples of QR Code Usage", I've been thinking about using a QR Code for our community newspaper's Annual Camp Edition insert, which advertises approx 20-30 camps in the area.

Any thoughts, suggestions, story, etc?

S. Preston Chuhon

I use QR Codes in my current marketing and designs for my business. Frankly, you'll be ahead of the curve, but you mostly won't find a lot of engagement. QR Codes are extremely popular in Asia, but still hasn't caught on in North America. Give it a try! Never hurts!

S. Preston Chuhon

FYI, my QR Codes go to a URL that redirects to the page I want. That way I run Google Analytics and find out how many people are using the QR code by monitoring the incoming traffic on that URL!

Dan Kosmo Leaver

For being a 20-something year old I really am not that tech savvy.

S. Preston Chuhon

So are your customers! LOL That's always my struggle with QR Codes. Unlike Asia, we aren't a tech-heavy culture. Even my grandmother in Korea knows how to scan codes on her phone!

Shawn Moriarty

I was talking to the advertising person who does our brochures for the association this week, and we talked about QR codes. They are not seeing a huge usage of these codes. I am choosing not to use them. And in Asia their phones are more advanced than ours and people use them as their computers. And for example they are not limited to 140 characters in a text. Never have been. We are limited here because the phone companies decided we should be.

Dan Weir

We are using them in our brochure:  
<http://content.yudu.com/Library/A1uuoa/2012FrostValleyYMCAS/?refid=62745>

Dan Kosmo Leaver

Dan Weir What's Ultimate Sickle (sp?) Ball? I'm very intrigued

Dan Weir

Dan Kosmo Leaver Only the best game in the world. Combine Braveheart, LOTR Two Towers, and Four way capture the flag with 350 people.

Dan Kosmo Leaver

Better then GaGaBall?

Dan Weir

Yes.

Kam Kobeissi

:)

Adam Bell

Dan, do you have any video/game description for sickle ball? Also, is the rope swing any good? We have the trampoline and are debating between the small "blob" and the swing.

Kam Kobeissi

Ultimate Sicko Ball can be played with 100+ people! The more participants the better it is!

Sugar Bay Holiday Camp

These QR codes are quickly evolving in world advertising. We, being based in South Africa, have just put our first QR code in a local magazine and have had a great response. I firmly

believe that these cades will very soon be seen in all magazines. It would be a great investment to get in there early.

George DeTellis Jr. on 2011-12-19

I built three buildings, and a three other structures this summer. I would like to see pictures of stuff that other camps have built.

Rebecca Jess

Do you mind my asking how much a pavillion cost? I'm sure building it yourself cut down on labour! They look great. We'd love to do something like your enclosed one at our camp if we can get together the money.

George DeTellis Jr.

I hire contractors to do everything. I can build one for \$60,000 or less depending on site work. I put in a footing and a 4' foundation wall so these buildings could be closed in and used as a year-round buildings in the future. This building has electrical service buried underground to the foundation wall. When I get the \$ or the mood to spend \$ I'll put lights in the building.

Rebecca Jess

That's great! Thanks for sharing.

George DeTellis Jr. on 2011-12-19

This is the first pavilion I built, we later screened it in and use T-111 to cut down on rain blowing in.

George DeTellis Jr. on 2011-12-19

This is the second 40'x60' pavilion I have built. This one is 11' from the floor to the LVL beam. I'm planning on building two more like this. One of theme I screened in, I'll post that photo.

Eric Naftulin on 2011-12-14

Marketing tip for resident camps: Healthy food for kids should be your marketing angle for 2012: <http://bit.ly/w0mMoP>

Grego Dow

Finally someone else is preaching Healthy food!!! We have significantly changed our menus in the last 5 years and have focused it on healthy options and eliminating the unhealthy items...eg we only use whole grain breads, pastas etc and offer 10 servings of fruits and veg a day! No candy or pop here!

Eric Naftulin

Camps that embrace this will have a MAJOR advantage over those who don't.

Eric Naftulin on 2011-12-08

I didn't think ANYTHING would ever surpass facebook and twitter in terms of social media and marketing. But the next big thing is here...and it's called PINTEREST. Check it out. <http://www.pinterest.com>

Michaela Chatman

There are quite a few food recipes on that page. I think I gained weight from just looking at it. How are you going to use this site?

|                  |  |
|------------------|--|
| Eric Naftulin    | I'm not sure yet. I signed up for it, but then got an email that I'm on a "waiting list" to join. As soon as I figure out how I'm gonna use it, I'll let you know for sure. Lots of possibilities though... <a href="http://www.ducttapemarketing.com/blog/2011/12/12/how-and-why-to-use-pinterest-for-business/">http://www.ducttapemarketing.com/blog/2011/12/12/how-and-why-to-use-pinterest-for-business/</a>  |
| Fraya Andich     | I have a Pinterest account and I'm really not sure how it would be used for camp marketing. It is kind of just an online way of organizing thoughts or ideas. On the site you can make different "boards" like crafts, recipes, outfits i like, gift ideas, etc. Then you can "pin" different ideas to the boards. Like on the recipe board you can pin lots of different recipe ideas. Or for the crafts board you can pin lots of different craft ideas.   |
| Eric Naftulin    | What intrigues me is there seems to be lots of moms on it...   |
| Fraya Andich     | The only thing I can really think of using Pinterest for camps would be to gather ideas for camp. There could be a board for camp crafts or other activities to do at camp. If you find a way to use it for camp let me know!  |
| Abbie Parker     | I use it to gather ideas (you can find my camp ideas board!) for different craft projects. It's a good way to see what current kid trends are straight from the mom's who are doing it with them.  |
| Michaela Chatman | Good point Eric! I think that is the key! Tying into the mom traffic.  |
| Rebecca Jess     | I'm on the waiting list for Pinterest, too, but if I can get on I think one of the key ways to use this for camp is as a teaching tool. If I learned anything from John Jantsch and Travis Jon Allison it's that we need to teach our clients in order to make them ideal customers. By providing links for parents (and already active Pinterest-using moms) with craft ideas, environmental and stewardship-related posts, 100 different ways to use a bandana, crazy tree forts we wish we could build at camp--whatever--we show parents that we're ready to nurture, teach and help with their child's development, even in the off-season. Of course, you could do all these things on your camp blog, too, but Pinterest just puts it all in one place. |
| Abbie Parker     | If you send me your email address I can send you an invite. The waiting list can take a few days, weeks, or even months... I'm from where pinterest was created so jumped on it in the beginning!  |
| Rebecca Jess     | Thanks, Abbie! That's awesome!   |
| Dan Weir         | My wife loves this program.  |
| Fraya Andich     | I love it too! But as fun as pinterest is to use or gather ideas on it really isnt anything but an online bulletin board. the ideas (or pins) on pinterest are created by outside users and just collected on the site. i've look at the site a lot since this was posted to find a way to use it  |

for camp, and i haven't found any. speaking as an avid pinterest user i would say save your time and put your energy towards marketing your camp elsewhere.

Gabrielle Raill

My staff and I share boards and exchange ideas. It's great to involve even younger staff that might have some surprisingly neat things to contribute

Andy Shlensky on 2011-12-14

Don't miss out on the EPIC National Pre-Conference in Atlanta: Organizational Development on Steroids. Chris Thurber and Steve Maguire will lead a fast-paced and practical day of learning how to effectively move your camp from Point A to Point B and beyond.

Randall Grayson on 2011-12-10

Village Leader / Unit Director . . . do you have a manual and/or training for these folks that you think, humbleness assumed of course, is pretty spiffy? If so, I'd love to chat with you to do some benchmarking/trading in the spirit of improving ours/both. We have one that is nearly 200 pages long, but what is missing and what could be improved are often made clear via tasting other recipes. Please contact me at [randall@campaugusta.org](mailto:randall@campaugusta.org). Cheerio! Randy

Jason Smith

Randy- I don't have anything that has been created in house to really share as far as a manual is concerned. In training these folks we use a lot of Michael Brandwein's Super Staff Supervision book. It has worked well for us.

Curt Jackson

200 pages long? Yikes!

Jonathan Salkoff on 2011-12-13

Thought this was an interesting article about uncovering the history of a summer camp.

Sugar Bay Holiday Camp on 2011-12-13

Does anyone have an on-camp graphic designer? What sort of media or advertising do you send out through the year?

Mercede Rogers on 2011-12-12

If you are interested in having a voice take a look at this...

Andrew Bartle

Thanks for posting this!

Camp Awakening

Yes, thank you!

Mercede Rogers on 2011-12-12

Please take a look at this article and consider speaking out against this. Wolf Lake is a magically stunning lake that many camps travel through - you have may even camped on the lake yourself.

Travis Allison on 2011-12-10

Hiring International staff... the podcast. Featuring Mark Pearlman, Matt Buczek, Joe Richards, Dan Weir, Gabrielle Raill and Travis Jon Allison

We are going to do a 2nd International Staff show after the US gov't changes some regulations in February. What questions do you want us to answer on that show?

Travis Allison on 2011-12-10

Another stellar show from the Frost Valley folks:

Shawn Moriarty on 2011-12-07

If you have some kind of recognition program at camp, badges, beads, etc, what do you use/do and what have you seen that works really well. The camp I run is young (5 years old) and we are in the process of intentionally recrafting some things that we do.

Ben Smoky Radley

We are a wee bit older, approx. 10years, but we are working through some similar things. Working on establishing culture, traditions, etc. 3 years ago we started using cabin flags, and having campers sign them at the end of the week, then at the end of the summer hanging the flags in the dining hall. One thing we are looking for next summer is some sort of yearly award, recognizing how many summers they have been to camp.

Shawn Moriarty

Thanks Ben.

Ben Smoky Radley

any that you are leaning towards? we were looking at patches and leather stamps most recently. want them to be desirable, yet cost is a factor.

Lucy Haynes

At Augusta, our Counselors make individual "wood cookie/cabin awards" for their campers. They are dried out wood rounds, about 1/3" thick and 3" in diameter, and the Counselor creates a name side and an award side using acrylic and puff paint. That's the easy part :-)  
Counselors are invited to come up with an award that is unique and special to that individual which captures their spirit, their strengths, their challenges, and their experience at camp during their time here. The camper is presented their award at closing campfire in a succinct manner, and in more detail by the Counselor before they leave the next day. 5 year campers get a special hand-made treasure box.

Rebecca Jess

We have 10 year paddles; once you've been at camp for 10 years (as camper, volunteer, staff or combination thereof) we burn your name (and camp name, if you have one) into a wood paddle blank and hang it in the dining hall. It's amazing for camper & staff retention because kids/staff really look forward to having their names in the dining hall. Plus, our dining hall looks awesome--we have around 200 paddles in the rafters.

Travis Allison

Rebecca Jess is so right. 10 Year paddles, an idea that we got from Kandalore (Andrew Kilmer, Dave Graham, could you tell us about what you do for 20 year recognition?) and it is one of our favourite things.

I think it is a highlight of people's camp careers when they get their 10 year paddle.

Dave Graham



Thanks for the mention Travis. At Kandalore, we recognize campers/staff for different durations of time at camp. At 5 years, we present them with a hand crafted cherry paddle, at 10 years we present them with a knapsack embroidered with their name and the camp logo and place their name on a paddle in the rafters of our dining hall, at 20 years we present them with a cedar canvas canoe (in the past 15 years we've given out 6 canoes). Additionally, we induct staff members who have spent 5 years on staff into the Nor'Wester society which was established by our founding director.

Jason Smith

At 5 years we have a medal that is presented at Campfire. The medal is on a ribbon. For 6-9 years campers get a lapel pin that corresponds with that year. At 10 years we have a picture frame that the kids are given. I really like our system but I have to admit that I am a little jealous of the personalization of some of the things mentioned above! (each of our campers get the same thing)

Curt Jackson

<http://summercampprogramdirector.com/summer-camp-bead-program/>

Lauchlin Burnett on 2011-12-08

What are you doing this Saturday?  
Want to hear some great live music, eat some good food and win some amazing prizes? Then I have just the thing for you...

On Saturday, December 10, please join us for a night of live music, dancing and prizes, as we support Horizon Arts Camp in achieving their fundraising goals.

Axis Gastropub has graciously donated the venue for the event, local musicians One Weeks Notice and Cass and Butts will provide the night's entertainment, and thanks to the generosity of our donors, there will be many fantastic prizes to be won.

Tickets are \$15 in advance, and can be purchased through the Horizon Arts Camp website:

<http://www.horizonartscamp.org/nightforthearts>

See you there!

Adam Bell on 2011-12-07

Stand Together against Bullying! Challenge your Facebook fans to join and upload a photo to this site, and your camp's wall

Adam Bell

<http://www.facebook.com/campstellamaris> We had a great response!

Andrew Kilmer on 2011-12-07

Greetings Camp friends!

Kandalore is gearing up for the Information Evenings that we organize annually in the Greater Toronto Area, and we are looking forward to hosting you in the new year! This upcoming season we will be running our events in North Toronto, Leaside, West Toronto, Beaches, Aurora, Mississauga, and Barrie. Space is limited and is a first-come, first-serve basis, so we hope to see you there! Get in touch at our Toronto office for our Registration Flyer ([camp@kandalore.com](mailto:camp@kandalore.com) / 416.322.9735)

Sugar Bay Holiday Camp on 2011-12-05

Do your camps all have Twitter accounts? How do you make use of Twitter?

Paul Sheridan

We do @fourwindscamp. We use it in the off-season similarly to Facebook, but the best part is in the summer. We do daily updates - most of them are really simple - "Beautiful sunny day at Camp today. Just hung out with the English 2 class. Evening Fire tonight!" So easy, and it gives the parent that sense of constant connection to what's going on, without some of the damaging effects of other methods.

Rebecca Jess

We have twitter for our summer camps (@cairncamps) and our alumni (@CairnAlumni). We find that it works best for the alumni because they're within the age range that uses twitter the most. We find that kids and parents are bigger facebook users. However, we still use @cairncamps in the same manner as Paul was describing for @fourwindscamp, above. With the alumni we use it as a reconnecting tool, a forum for discussion (for instance, about a question we might pose like, What's your favourite camp tradition?), and a way for people to give a shout out (and sometimes an accompanying photo) if they unexpectedly to run into a fellow staff member/alum somewhere (we call it "Spot the Staffy").

Sugar Bay Holiday Camp

We are using Twitter for updates, shout outs and competitions (@sugarbaycamp), but we are finding it difficult to build up to our targeted number of followers. How do you manage to acquire followers?

Paul Sheridan

The way we've gotten to our number, which is about 400, is primarily telling the parents that's where they'll find updates. They are rabid for information in the summer. I would also throw in there that it doesn't help to stress too much about number of followers. Put out good content, and the numbers will follow.

Sugar Bay Holiday Camp

Thanks Paul. I'm definitely going to try that approach. Do you advertise your twitter in your emails etc? I think that might be a good way for our Sugar Bay account to kick itself into gear... :)

Mark Young on 2011-12-06

This is great article concerning the future of Social media. You might want to read it>

<http://www.briansolis.com/2011/12/the-state-of-social-marketing-2011-2012/>

Shawn Moriarty

Thanks Mark! Good article.

Travis Allison on 2011-12-05

Top Hints for Your Staff Application Process - CampHacker #28

This week's co-hosts: Howie Grossinger, Joe Richards, Gabrielle Raill

Kam Kobeissi

Hopefully this will lead to interviews. We restructured our interview, its amazing now. We've cut out the fluff and added intention w/underlying expectations. Through this we are able to get more targeted answers and at the same time create an expectation of what to expect

and what we expect from each applicant before they are hired or even arrive.

Nicholas Smith on 2011-12-04

<http://www.wired.com/geekdad/2011/01/the-5-best-toys-of-all-time/all/1> :: Get back to basics; Awesome toys that every camp can have and every child needs.

Michael Patrick Obremski

I truly believe that wrapping paper deserves to be number 6. My wife and I are expecting number one during the summer so it'll be about 6 months at Christmas time and what self respecting 6 month old wouldn't love some nice, shiny wrapping paper?

Nicholas Smith

From my friends we've decided 'ball', 'block' and 'square of cloth' are also worthy additions but less easy to obtain than the current top 5.

Randall Grayson on 2011-12-04

Fodder for the single or coed camps never-ending debate :)

<http://www.apa.org/monitor/2011/02/coed.aspx>

<http://www.apa.org/monitor/2011/12/single-sex.aspx>

Eric Naftulin on 2011-12-04

9 things that motivate staff more than money, good read and easily applicable in a summer camp setting: <http://tinyurl.com/7sc6qt4>

Travis Allison on 2011-12-02

International Staff

Gabrielle Raill, Dan Weir, Joe Richards and I will be talking about International staff on next week's podcast. How to hire well, how to help manage their technical requirements and how to integrate them into camp.

We could use a couple of more people for the recording. Please email me, [travis@walkingmaverick.com](mailto:travis@walkingmaverick.com), if you would like to be part of the discussion.

Tuesday 2:00 p.m. EST

If you have any questions you want us to address just post them here!

Thanks,

Travis

Michaela Chatman

Thanks Travis! I get a lot of inquiries from people who want to come to Japan. They always ask me if we will pay for their air travel. Currently, we hire local native English speakers for the summer. However, I would like to know if it would be cost effective to hire from overseas and offer airfare in lieu of a salary. If so, how soon should you start looking for international staff? Should you offer home-stays on their days off? What cultural activities should they expect to participate in?

Travis Allison

So great, Michaela. Thank you.

Marc Cooper on 2011-12-02

Looking for some advice as to how your camp manages the plates/bowls and cutlery backup for your dishwasher?

Rebecca Jess

Neatly stacking. Really. We have very little dish space so we just make sure dirty dishes are scraped of food and neatly stacked as they come in. We place our staff on dish teams that rotate each meal, all summer long and each team has someone play the "greeter" whose job is seriously just making sure dishes are scraped and piled in an organized fashion as they come in, to make more room. We like to shout the phrase "Match the shapes!" a lot so that kids will put bowls with bowls and plates with plates, etc. And all cutlery is separated into designated plastic bins that sit off to the side with warm, soapy water in them so that the cutlery can soak until the dish team is ready to put them through the dishwasher. And we play good music--another key to a stellar dish team.

Travis Allison on 2011-12-02

We should have a nice influx in the next couple of weeks - I've been talking up this group at the Quebec camp conference (ACQ).

Travis Allison on 2011-11-17

What has been your most effective question or task on your staff application for finding the right people?

Colin Stewart

That's hard to tell, but the answer I always look at first are Why do you want to work at Camp Scully and Tell me about a time you were frustrated with a child. Those that write that they don't get frustrated get tossed out! lol

Michelle Balfe Keefer

I like Ditters question: "Tell me a time you put the needs of others ahead of your own". Those that are unable to answer this question create a red flag for me.

Mike Moose Greenfield

Here are a few I like: Tell me briefly about your most challenging experience with a child what did you learn from this? Tell me about a time when you had a personality or lifestyle conflict with someone and how you went about resolving it. Tell me about a time when you had to take charge of a situation because things were getting out of control, and no one else was rising to the occasion.

Grego Dow

For my leadership staff, I ask on the screening questionnaire "what are the ramifications of responsibility and authority?" If they can't understand the connection to their responsibility at camp in light of their authority and how that must be played out in the camp and as a leader/role model to other staff I move on to the next applicant. Have gotten some great answers to this...and equally great role models in my lead staff.

Sugar Bay Holiday Camp

The simplest question works best for us. "Why are you here?" You can generally tell when people speak from the heart. If they show passion, commitment and honesty, they're through to their shadow week for further evaluation.

Mark OldMan Pearlman

Almost all of our staff are returning counselors, so my favorite answers to read are how they would improve camp and what advice they would pass down to other counselors.

Lucy Haynes

In addition to Sugar Bay's response, the first question on our application is "Who are you?" and we invite applicants to write at least a page on this question....I'm also a fan of "Who/what has had a deep effect on you? And who/what have you affected? Give details on both." Any question that gets to the soul of the applicant and gives strong indications to their emotional intelligence, love for working with children and making a difference in the world, sits at the top of my list.

Brian Sense on 2011-12-01

What do you all include in your anti-bullying policy that is both comprehensive and succinct for parent/camper handbooks?

Dan Weir

Read Bully Proof Your Child For Life by Joel Haber. He might also be a good person to contact.

Marc Cooper on 2011-12-01

This is refreshing. Enjoy.

[http://www.pennlive.com/editorials/index.ssf/2011/11/best\\_gift\\_for\\_kids\\_send\\_them\\_t.html](http://www.pennlive.com/editorials/index.ssf/2011/11/best_gift_for_kids_send_them_t.html)

Doug Tatton on 2011-11-30

Looking for two or three camps that are incorporated to tell me why my camp should or should not consider incorporation...or point me to some online articles that might help me lead our board one way or the other.

Mark Young

Let me just say that I am not an attorney, nor do I play one on TV. But, I will give one simple thought on this matter...people get sued all the time. With a corporation you some level of defense. It varies with the states. but, I would never take the exposure of running a camp before I incorporated.

Lyndsay Borschke on 2011-11-29

Anyone in this group heading to the WAIC conference tomorrow?

Paul Sheridan

I'll be there. WAIC is fantastic. All Western Independent Camps should give it a look.

Dan Konigsberg

Paul Berliner and I will be there on Thursday...

Lyndsay Borschke

See you there Dan Konigsberg & Paul Berliner. Lauchlin Burnett and will be there. Come by our booth for a fun photo contest!

Dan Konigsberg

Right on!

Mark Young on 2011-11-29

Here is a great article on building loyalty that every camp should read>

<http://www.forbes.com/sites/greatspeculations/2011/11/18/7-simple-techniques-to-build-customer-loyalty/4/>

Shawn Moriarty

Thanks MARK!

Brigitta Adkins on 2011-11-29

Make a difference - send a child to camp today. Sell, buy, donate at our online auction.

Thru eBay GivingWorks and MissionFish, you can help provide resources for our camp community.

Dan Richards on 2011-11-23

An interesting article: <http://bit.ly/s1AIGi>

Travis Allison

Thanks for posting this, Dan. It's brilliant.

2 things I got out of just the first page: Don't find speakers, find Storytellers.

AND

Toronto area camps (at least within 200 KM of the city) who offer rental space should be registered on <http://www.eventsource.ca/>

Rebecca Jess on 2011-11-22

HC21 Are medications at camp stored in a locked facility and handled and monitored in a controlled manner?

Ontario Family Camps, how do you meet this standard? We're having trouble finding a convenient solution for our 10-day family camp--we don't have an employee on site whose sole job is health care; we have 3 first responders instead, who also act as lifeguards. We would like adults to be able to self-medicate and take care of medicating their own children, but we're not sure how to conveniently store meds in a "locked facility" where families can access them at any time.

Grego Dow

What about a bank of lockers (like the little cubby hole ones) in a public area that parents can put such items in and bring their own locks. Can be used by staff too for protecting items but being able to access them at their own convenience.

Grego Dow

We personally don't have a family camp but I think this would be a great solution to your situation.

Rebecca Jess

Great idea! However, tricky, since we rent the site from another camp. Perhaps I can convince Marc Cooper to build this? ;) I like this idea, though. It might inspire another solution. Thanks.

Doug Tatton on 2011-11-22

Anyone (particularly in Ontario) willing to share your Camp's summer staff/counselor pay/salary/stipend information with me for reference do so at [doug@slwc.ca](mailto:doug@slwc.ca). A lot of building and rebuilding (read tearing down old structures and implementing something new) on many levels here and I am looking for comparison and reference material in this one area.

Dan Kosmo Leaver on 2011-11-22

Article Dave Bell of CampLeadership.org tweeted.

[http://www.philanthropyjournal.org/resources/fundraisinggiving/how-pull-last-minute-online-donors?utm\\_source=bronto&utm\\_medium=email&utm\\_term=How+to+pull+in+last-minute+online+donors&utm\\_content=How+](http://www.philanthropyjournal.org/resources/fundraisinggiving/how-pull-last-minute-online-donors?utm_source=bronto&utm_medium=email&utm_term=How+to+pull+in+last-minute+online+donors&utm_content=How+)

Travis Allison on 2011-11-21

The Teenage Brain - good read for camp people!  
<http://ngm.nationalgeographic.com/2011/10/teenage-brains/dobbs-text>

Travis Allison

The photo essay is brilliant - as you'd expect from NatGeo

Ryan Siver on 2011-11-18

I am looking to boost Camp's boating program and wondering how others run their programs. Looking at non motorized boating. Do you hire specific staff? How many and what type of boats do you use? What activities do you do...Thanks

Alicia DeHart Theriault

we offer sailing, canoeing, kayaking and rowing. each activity has specific counselors with experience and/or training in that activity. we use sunfish and laser radial sailboats, basic old town canoes and recreational kayaks

Christopher Colahan

You definitely need appropriately trained staff. Check out the American Canoe Association (the other ACA) for canoe and kayak instructor training...US Sailing for sailing instructor training.

Ryan Siver on 2011-11-17

Staff Hiring- How do you make sure you are being the most efficient in hiring the staff you need. What processes do you use to come up with what positions you hire for within the budget you have?

Adam Bell

Interviewing, reference and background checking are very important, however I find a solid CIT program and current staff recruiting new candidates leads to the best new staff.

Ryan Siver

I guess i mean more not finding the certain staff but knowing what positions you need before even looking for staff to fill those positions, and making sure you are efficient and not hiring to many or to few staff. For example when do you figure out when you need a specific person for arts and crafts or even when you need an additional program director for a new area such as wilderness or can you get by with just adding it to the work load of your current program director... hope that helps clarify what I am asking.

Christopher Colahan

First figure out your highest anticipated camper enrollment. Then follow dept of health/ACA supervision requirements to calculate the number of cabin counselor/instructors you need. That's the easy part. Then you need to draft an organizational chart outlining who's supervised by who. This requires more creativity. I don't like supervisors to supervise more than a dozen people. I can send you copies of my org charts. (We've added new programs each year so I have 5 org charts for the past 5 summers.)

Christopher Colahan

That's for the minimum number of counselors/instructors. Most camps (including mine) hire more than the minimum for a number of reasons. I like every cabin to house 2 counselors so they can alternate their night's off and the cabin is still supervised. The extra counselors create opportunities for more activities and a more robust program. Another reason to hire more than the minimum is because you may need to fire someone. You don't want to keep a bad apple around because you're afraid you won't meet Dept of Health requirements. In that case it's addition by subtraction.

Ryan Siver

Thanks Chris for the info.

Elizabeth Wayman Cochran

I try to hire extra individuals for cabin staff but don't schedule them for all the camp weeks, then add weeks as necessary based on how my enrollment increases and their actual performance. Specialists obviously need to be around for the whole summer, but depending on the individual, some responsibilities can be combined (if the staff member has the skills for it!)

Kristen Ashley on 2011-11-17

Anyone know of good training tools or programs for staff training? (Promoting leadership)

Heather Withrow

Anything by Michael Brandwein, especially Learning Leadership and both volumes of Training Terrific Staff.

John Jorgenson

A few years ago, I polled some Ontario camp directors for this very thing and developed a document for a Conference that I titled Twenty Top Training Tips. I am happy to share it with you.

Kristen Ashley

Yes please! :)

Chris Pot

We used Expert Online Training this summer and our staff all thought it was really beneficial. Even the staff who have been working here 8-9 years.

Mike Moose Greenfield

Jorge could you post the Twenty Top Training Tips for us in one of the online documents?

Travis Allison on 2011-11-19

Canadian Camps: Enter this contest for 5x 5 gallon pails of KILZ - the best primer I ever found for camp. It will cover any water damage and even Sharpie graffiti

Elise Bates Russell on 2011-11-19



Has anyone done an online auction?

Travis Allison on 2011-11-18

Year-round summer camp jobs in the US:  
<http://www.acacamps.org/sites/default/files/jobs/current.htm>

Dave Graham on 2011-11-18

This week a Toronto school banned balls from its playground ( <http://www.theglobeandmail.com/life/the-hot-button/safe-or-extreme-toronto-school-bans-hard-balls/article2237973/> ) because an adult... not a child... received a concussion from an errant soccer ball, now the backlash (thank goodness) is huge and #howdidwesurvive is trending on twitter in Canada.... any #howdidwesurvive examples from camp? I'll start..... we drank water straight from the lake on canoe trip...

Curt Jackson

When I was a kid we played dodgeball with those red rubber playground balls - not the soft gator ones they play with today. We used to climb trees and bike ride without helmets. We got hurt, scraped and bruised. Mom patched us up and we were right back out there doing the same reckless stuff - having fun and being kids.

With ridiculous law suits and overprotective parents I'm guessing it won't be to long before students will have to wear helmets and pads just to play badminton or go on the swings.

Andrew McMartin

question: was the adult or adults hit (or nearly hit) by the ball talking on a cell phone, listening to music, or otherwise "plugged in" at the time?  
; )

Bill Stevens

I agree with Dave & Curt about lake water, trees etc and scrapes & bruises. What is the ban teaching kids. The administration could be concentrating on better ways to safely use equipment and kids would be better for it.

Matt Buczek

I am rubbing my head with disbelief. We may as well keep the kids at home and have them log in everyday, with headphones on and give them virtual camp. Although the headphones are probably bad for the, oh and the chair is probably a health risk.....umm.....You know what, just keep them in bed!

Travis Allison

#howdidwesurvive: playing in the woods for days at a time, often with BB guns and bows and arrows (but not at camp!)

Stephen Fine on 2011-11-18

Deb Bialeschki ACA Director of Research and myself have compiled an international email list of all those interested in current, ongoing and future research into organized camping. If interested please send me your email address and we'll add you to the list: [sfine@alumni.utoronto.ca](mailto:sfine@alumni.utoronto.ca).

Abbie Parker on 2011-11-16

I am looking at updating our staff policies and am searching for what other camp's are doing for time off for counselors during the week. They get 24 hours off for the weekend, but we are struggling with fair time off during the day. Any best practices you would like to share?

April Keighan

We give our staff 1-2 days of in-between each session, as well as an hour in the morning and an hour in the afternoon/evening. I've heard that we offer more breaks than the typical camp job, but let's face it. These folks are with the children 24/7 for up to a week at a time, down time is greatly needed!

Ben Smoky Radley

Our counselors get the weekend. During the week we get each counselor 1-1 1/2 hour off each day, and every other evening after campers are in bed. (they alternate with their co-counselor/junior counselor) We typically give the day time breaks during whole camp activities, such as lake time.

Lisa Hutchcroft

at Camp Douglas in BC, volunteer staff get 1 hour a day off and 2 nights a week (usually from after 9pm until curfew at 11-11:30). Full-time staff get 1 hour a day and 1 night off a week. As well, everyone gets from Friday evening until Sunday afternoon off.

Colin Stewart

ACA standards suggest 2 hours free from camp responsibilities.

Mike Moose Greenfield

our cabin leaders are off after clean up on Saturday, usually about 2:00, and have to be going for chapel at 11:00 on Sunday. Then they get a half day one week and a full day off the next week on the opposite week of their co-cabin leader. It can be confusing, but has worked for so many years I haven't changed it

Fraya Andich

During our camp, which is four weeks, the counselors get one full day off and one half day off. Their full day usually goes noon- one and the half day is around four in the afternoon (after activities) until 12:30/1 at night. they also get a night off each week, or two if they have more than one co counselor. they also usually get about 2-2.5 hours off during every day.

Sugar Bay Holiday Camp

We split our staff into 2 squads, so they have every 2nd night off. They rotate so one squad is always with the children. On top of that, each counselor will get a morning or afternoon off (a full day if they worked the session before).

Grego Dow

Our camp has a 26 hour day off every weekend, and all staff get 1 activity period a day off. Then counselling staff have every other night from camper bedtime to 11:30 curfew off) We also occasionally arrange a special event that allows staff to get 2 hrs off one day.

Dan Weir on 2011-11-16

Does this describe anyone else's November?

Curt Jackson on 2011-11-09

Every so often I do an email roundtable with my email list where I send them a topic and they respond with their ideas. Those that submit an idea(s) get a copy of everyone else's submissions.

This month the topic is Unique Camp Activities. I have had 40 submissions so far (when the topic was Pirates I got over 250) and many of the activities are awesome. I'll definitely be using some next summer.

If you want to participate and receive all the other submissions simply email your unique camp idea(s) to [curt@recreationpros.com](mailto:curt@recreationpros.com) and I'll add you to the list. The deadline is the end of day Friday - this Friday, Nov. 11th.

Ryan Siver

that sounds great..li sent you an email with Flomb wars as the activity

Curt Jackson

Got it, Ryan. Thanks.

April Keighan

damn! I missed it...let me know when your next one is happening!?

Curt Jackson

April, sign up for my newsletter and you'll be notified when the next one happens. I try to do one every month or two.

The more subscribers I get the more submissions I receive. This one is taking me a while to compile. I'm through 85 activities and only about half way through.

April Keighan

Sounds great! Thanks curt!

Lyndsay Borschke on 2011-11-15

News from Ontario Camps Association <http://conta.cc/rDrhkg>

Grego Dow on 2011-11-09

I'm looking to do an email newsletter that is not an attachment to an email but the actual email. Any suggestions on how to do this for not so much money? Any body using a program or site for this that they recommend?

Abbie Parker

Constant Contact. Very easy to put together and the cost is minimal. Highly recommend it!

S. Preston Chuhon

Mailchimp also. Free to start, and most of my clients never send enough newsletters to ever pay. Also easy to integrate into a website, so people can signup online.

Brian Sense

Vertical Response is free to non-profits up to 10,000 emails a month. It's a little clunkier to use than Constant Contact, but the end result is great and free is even better

Ryan Siver

mail chimp is very easy to use and you get upto 12,000 a month free

Dan Konigsberg

Grego, if you ever want to integrate your communications with your actual management system, including online camper applications, forms, etc, you may want to check us out at [www.campminder.com](http://www.campminder.com). Alternatively, the solutions recommended above are fine if you want to export data from your database and then import it into an email application.

|  |
|--|
| Travis Allison   |
| MailChimp really is the way to go for this: great templates, stats, etc. + FREE.   |
| Grego Dow  |
| Ok...I'm signing up for Mailchimp as we speak! Thanks so much everyone!  |
| Colin Stewart  |
| Wish I'd known about mailchimp before I signed up for constant contact. sigh! CC is good though.   |
| Eric Naftulin  |
| Aweber is the best of them all. I've used them all so I know. Thing about a weber, it has the easiest to use auto responder system, which is the most important thing (follow up emails) in email marketing. |
| Rebecca Jess   |
| Looks like you're going with MailChimp, but I use (and love) Mad Mimi.   |
| Tink Rabey-Hall  |
| MailChimp  |
| Brooke Salkoff   |
| Agree with Travis and others on the MailChimp suggestion - easy to use and really powerful   |
| Heath Levine   |
| Constant Contact works well for us.  |
| Jarvis Strong  |
| I second the Constant Contact motion.  |

|   |
|---|
| Adam Bell on 2011-11-14   |
| <a href="http://www.huffingtonpost.com/2011/11/14/the-citadel-faces-child-a_n_1092348.html?ref=college">http://www.huffingtonpost.com/2011/11/14/the-citadel-faces-child-a_n_1092348.html?ref=college</a> |
| Dan Weir  |
| <a href="http://www.hulu.com/watch/299647/saturday-night-live-weekend-update-the-devil-on-penn-state">http://www.hulu.com/watch/299647/saturday-night-live-weekend-update-the-devil-on-penn-state</a>     |

|   |
|---|
| Elizabeth Wayman Cochran on 2011-11-11  |
| I'm interested in fun, effective ways to recognize our annual scholarship campaign donors (\$1000+ donors) visually around camp. In YMCA branches, we would put up a banner with their name or company logo in the gym or hallway or pool. What do you do at your camp that has exposure and makes donors proud to be one?  |
| Dan Weir  |
| We made a bench out of bricks with large donors names. Alumni loved the thought of their recognition being used at camp. You can do the same with outside chairs as well.   |
| Mark Young  |
| There is a great camp in Ohio, that every year they make a video of the kids at camp saying thank you. Before the thank yous, the exec records a personal message to the donor. He then has all the thank you's, and then another short piece that is the same for everyone. With this personalized video, he goes to each major donor and personally hands it to them with a bunch of balloons. Making sure to do this at the person's work to help the word |

spread. Banners in a building are not a very personal thank you. And while they say they don't want it. Donors still want a personal touch.

Curt Jackson

I really like Mark's suggestion. As for doing something fun and effective around camp here are some ideas I had:

- A mural on the side of a building with a picture of balloons floating over camp. In the balloons are the donor's names. The higher the donation the higher and bigger the balloon.
- A plant, row of flowers or tree is planted with a little plaque. Some will last the season and others a lifetime (tree).
- A video showing exactly what their donation went to. It could be a building, programs equipment, camperships (show the kids having fun), etc.
- A picture of whoever face they want on an archery target. Video tape campers shooting at it or have the donors come down and take some shots. Okay maybe that's just something fun I would want to see.
- A donor party - not stuffy, but fun, with staff skits, crafts and more. Take a bunch of pictures and dedicate a page on your website to the event.
- Routes on the rock-climbing wall with donors names attached to them. "Hey Johnny, can you do the Cochran route?" Each summer the routes change names.
- A display with pet rocks that are painted to look like the donors.
- A fish tank that has one fish for each donor. Donate \$1k and we'll add in a goldfish with your name. Donate \$5k and we'll add in an African cichlid.
- A video or letter to the donor's kids or wife or mother talking about how generous the donor is and how their donation will help create a better camp experience for kids.
- For the big donors create trading post tokens or funny money with their faces on it instead of President's faces, that can be spent at the camp store.
- If the donations are going straight to camperships take pictures of the campers that the donations went to and create a scrapbook for them that includes the photos and a letter from each camper.
- Rock wall holds with the name of a donor engraved on it (or at least written with a permanent marker).
- A wall of donors with tree cookie necklaces nailed up for each donor. The tree cookies have the donor's name woodburned in them and on the necklace part (leather cord) are beads that represent their donations. Each white bead represents \$50, each black bead represents \$100, each silver bead represents \$1000 and each gold bead represents \$5000.

Okay, I think I am brainstormed out of ideas. I'm gonna take a nap now.

Travis Allison

Moose, you are awesome. I love it when you get going.

Travis Allison on 2011-11-10

What constitutes a successful camp fair to you?

Travis Allison on 2011-11-08

Cool new podcast from Group member Natasha Leigh: The Rookie Teacher. First episode - Teaching and Summer Camp (naturally!)  
<http://therookieteacher.ca/the-lounge-podcast-episode-1-teaching-and-summer-camp/>

Natasha Leigh

always one second ahead :) Thanks for sharing!

Elise Bates Russell on 2011-11-08

Have you written a "10 Things" list for your camp experience recently?

Joe Richards on 2011-11-07

I am not sure that I would want to rehire these summer staff or move them to another department - interesting article and comments.

<http://www.yorkregion.com/news/article/1238498--summer-camp-program-under-review>

Travis Allison

Flabby camp staff.

Bill Stevens

definitely an interesting article...I don't think I would re-hire. It'll be interesting to know how summer registration will be at Chimo this year.

Ryan Siver

how would you go about teaching these youth the responsibility for their actions while acknowledging their lack of discernment of their actions... They are bombarded with these sort of activities all the time either by what they watch, hear their peers doing or even by adults they look up to but its legal( except maybe the licking of the port a potty) for them to talk about and do those sort of activities. They are not for that age and what they allowed those kids to do was horrific don't get me wrong. Just wondering what happens to them if they are just fired( which I would probably do) they learn that its wrong but then they never get a 2nd chance because of their history. We have all done dumb things in our past we are not proud of so how do we help them mature into caring responsible adults? I also like the comment about where is the leadership staff. and why are they not being held responsible??

Curt Jackson

My first question would be, "Who was supervising these young staff?" That person should share in the responsibility as well.

Personally I am impressed that the town would give these young people a second chance to redeem themselves and to show that they can be responsible. We have all made mistakes (maybe not to this extent or maybe worse) and lessons are learned. Obviously they cannot keep working with kids in that organization, but to keep them on in other areas and to place them in "an assistance program to help them with personal growth, counselling and guidance to better prepare for the future" is an act of kindness and bold leadership. My hats off to the town and the mayor.

Curt Jackson on 2011-11-07

How difficult is it for someone from the U.S. to get a permanent camp job in Canada?

Joe Richards

It is not the easiest thing to do... I know there are American people working full time at one or two camps that I know of. It comes down to the questions - same question immigration asks in the states - can another Canadian do this job? Never easy to answer...

Paul Sheridan

I know the answer in reverse - a Canadian getting a permanent (actually 6 year, then perhaps a green card) camp job in the U.S. Usually with these things, there is reciprocity.

The answer is: pretty hard, but not impossible. Plan on spending some time, and some money on an immigration lawyer. From the Camp's perspective, it's worth it if the candidate is unequivocally the best one, in my opinion.

Curt Jackson

Thanks for the info guys.

Paul Sheridan

For the American Visa (the H1-B, I don't know if there is a Canadian equivalent), the question is not "Is there a willing, qualified American for this job?" That question would be very hard to answer in the affirmative. The question is, "Does this job require a bachelor's degree in a related field, does your candidate have one, and can they get their number picked in a lottery?"

Colin Stewart

Paul Sheridan not sure that's right. As a former H1-B recipient with a degree in Electronics and having never participated in a lottery. The real question is can you find a sponsor with the money to afford a good lawyer. :-)

Paul Sheridan

Colin Stewart The laws that set the quotas have changed over the years, and there are certainly exceptions. It's sort of a mix of how good the economy is, and what the quota is. If there are more valid applications than the quota on the opening day for applications, then there is a lottery of all the valid applications. From roughly 2006-2008, when the economy was good and the cap was low, this was the norm. Before that, the cap was higher, so lotteries weren't needed. More recently, the economy's been lousy, so there are fewer applications, and no lottery has been necessary. In any year, you give yourself the best chance of success by applying early. If you care to read the gory details, check out <http://1.usa.gov/8VIT7E> .

Adam Bell on 2011-11-07

If you are starting to plan staff training, consider using Prezi instead of power point. I used it last spring for training and it went over very well!

Joe Richards

Prezi also has a non profit rate so the cost comes down if you use the pay model.

Lyndsay Borschke on 2011-11-07

Camp RIGHTSLEEVE is hiring! <http://ow.ly/7lg6A> We're looking for an account coordinator to join our camp team. Email [lyndsay@rightsleeve.com](mailto:lyndsay@rightsleeve.com) for more info.

Camp Awakening on 2011-11-04

November 15th is the second annual "Wear Your Summer Camp T-Shirt Day". Are you participating?

Dan Kosmo Leaver

the question is, which summer...

Travis Allison on 2011-10-29

Who attended camp that has gone on to be famous?

Please help us compile this list.

Curt Jackson

Besides you, Travis?

Jen Dundas

Dan Hill= Cooch, Keanu Reeves= Wahanowin, Sarah Polly was at National Music Camp

Jen Dundas

oops, forgot the athlete, Alison Korn (Canadian Olympic medalist in kayaking)= GGC Camp Woolsey

Lisa Sherman Fayne

Ralph Lauren!!!! When he was interviewed by Oprah Winfrey he said that CAMP was a defining moment in his life and where he felt special. Love it!

Tink Rabey-Hall

What about me :)? Jane Fonda -- Woodsmoke (Lake Placid)

Chris Pot

Justin Bieber attended our camp (Hidden Acres)

Natalie King

Michael Eisner. He has a great book about his experience called "Camp"

Adam Bell

Michael Showalter and David Wain

Adam Bell

Hank Azaria

Curt Jackson

Seth Green went to URJ Camp Harlam

Dan Kosmo Leaver

I know Jack Layton and Loreena McKennit went to United Church camps; but I have misplaced my notes on which camp.

Matt Buczek

Wentworth Miller from Prison Break worked at Frost Valley YMCA in the 90's

Grego Dow

I'm curious to know how many of these famous people still visit or support the camps they grew up at. Do their kids go there now? Is there still a connection...just asking for curiosity sake!

S. Preston Chuhon

Trevor Linden does a ton of work for the cancer camps in BC. He regularly attends Camp Sunrise as a special guest (it blows the kids minds when he comes!)

Ephraim Shapiro

<http://www.gocamps.com/artic-kid2.html>

Mike Moose Greenfield

would some of the camping associations have lists?



Travis Allison

Ephraim Shapiro - that is amazing! Thanks for posting that.

Camp Awakening

<http://www.summercampculture.com/> I think they have a few posts about this...also ACA's "Because of camp.." video features celebrities who went to camp:  
<http://www.acacamps.org/media-center/psa/because-of-camp>

Travis Allison on 2011-11-04

New camp search tool in the mix (just released this week): <http://www.mycampmatch.com/>

Sol Birenbaum

Cool! Like e-harmony for camps and parents!

Simon Smith

Thanks for prematurely outing us, Travis :) And hello all. My name is Simon Smith and my company is behind MyCampMatch, which we launched after helping a number of camps create effective lead-generation services. I'll spare you all the marketing spiel and keep the intro short! Simple: (1) like a matchmaking service, we match camps with prospective campers; (2) camps only pay for qualified leads at a fair rate, don't pay to register, and can return leads that don't match their profile. We're looking for both camps and media partners. If you're interested, please message me through Facebook, email [info@mycampmatch.com](mailto:info@mycampmatch.com), or simply reply to this thread with your email address. Now bring on the constructive criticism!

Jalive Bosley on 2011-11-04

Hello Everyone-- ALIVE Outdoors is looking to hire another full time director. Your help in spreading the word through the outdoor education field is greatly appreciated. Thank you!

Colin Stewart on 2011-11-04

Powerful: A teacher in New York was teaching her class about bullying and gave them the following exercise to perform. She had the children take a piece of paper and told them to crumple it up, stamp on it and really mess it up but do not rip it. Then she had them unfold the paper, smooth it out and look at how scarred and dirty it was. She then told them to tell it they're sorry. Now, even though... they said they were sorry and tried to fix the paper, she pointed out all the scars they left behind. And that those scars will never go away no matter how hard they tried to fix it. That is what happens when a child bullies another child, they may say they're sorry but the scars are there forever. The looks on the faces of the children in the classroom told her the message hit home. Perhaps we can throw this little visual into our training and programs in Summer 2012?

Andrew Kilmer on 2011-11-03

Interesting way to look at all this social media fun...

Heather Withrow on 2011-11-03

Anyone know someone looking to be an exec at a large special needs camp? Great place, needs a great leader. Message me. Thanks!

Denise Cole

where at

Heather Withrow

Central Illinois

Natalie King on 2011-10-30

This is, by far, the most horrifying website I have ever seen, but so interesting. We talk about social media and camps all the time and this site is a really interesting perspective. You need to look at this and be equally as disturbed, but aware of what is out there. I don't usually allow access to my profile, but please check this out. <http://www.takethislollipop.com/>

Jeff Cheley

WOW. That is not a fun experience.

Grego Dow

Didn't work for me...but I checked it out on youtube and ya that's a little scary.

Natalie King

It's awful, but I've had so many conversations about social networking and camp and there are so many young campers who have facebook these days. Are parents paying attention or do they think it is just harmless and fun? What is our role as youth development professionals to be aware and help parents pay attention? Sometimes being scared is a good thing.

Ephraim Shapiro

frighteningly amazing

Sarah Shaw

As camping professionals we should get this into the hands of the parents who can then discuss the powerful impact and consequences that this video/application alludes to. I think the youth will just think it is a fun game and that it won't happen tot hem. Thanks for sharing Natalie.

Travis Allison on 2011-11-02

Campy Twitter Folks: We could use your experience (see the #summercamp hashtag). Chime in on how to prevent bullying - an aunt talked about how terrible her nephew was bullied at camp.

Heartbreaking to think of one of our kids feeling alone and powerless for days at camp.

[Check out <http://camptweets.com> for a feed of Tweets about camp.]

Grego Dow

What kind of training do camps do out there for Bullying prevention? Does someone have a program set up at is working that they would share with others? Maybe Bullying prevention at camp should be a community approach instead of individual camps struggling to do the best they can with the info they have. It's obviously a prevalent issue that affects most camps and can have serious ramifications if not handled properly. What are people's thoughts?

Grego Dow

Thanks Travis for posting this.

Adam Bell on 2011-11-01

If you ever use costumes in your program, consider asking your camp families for their used Halloween costumes from last weekend.

Matt Buczek

Great Idea.....and it shouldnt be an IF!!!! Costumes are camp!!!!

Ephraim Shapiro

and hit the costume sales today!

Alex Rogers on 2011-11-01

hey all, our Camp is trying to do a winter break week for the last week of the year. This would be our first winter season camp in upstate ny. Weather could be snow or just tasty rain. Any advice on go to activities?

Shawn Moriarty

To make it a success, make sure you have activities planned for both snow and rainy weather. Take some of your best activities and tweak them just slightly to make winter camp just that much better. Have fun.

Brigitta Adkins

snow sledding can become mud sledding

Matt Buczek

Do a winter Olympics....

Dan Weir on 2011-11-01

Just announced! Thursday Evening's Keynote is Joanna Warren Smith!

Shawn Moriarty on 2011-11-01

Off tomorrow to the International AEE conference in FL. A great gathering of experiential educators! Giving a presentation on using low ropes courses to teach ecological literacy. It must be the fall conference season!

Mark Young on 2011-11-01

Off to the heart of the south ACA conference. Be sure and come by to Listen and learn at "Your Camp's Journey", and Two Tools for a Two Digit Increase in Returns"

See you all there!

Travis Allison

These are sessions you are giving Mark? We'd love to see the slides!

Travis Allison

If you record the audio I would be really interested in posting your sessions to CampHacker.org. I want to build up the professional development from other speakers.

Interested to hear what you think,

Travis Jon Allison

Shawn Moriarty

Have a great time Mark.

Ephraim Shapiro on 2011-11-01

<http://sdjewishjournal.com/site/2929/special-camps-for-special-kids/>

Ryan Siver on 2011-10-26

Smart phone policies now that smart phones have replaced many tools we use in camp, examples are a camera, all schedules, trail marking for google maps, etc. How do you deal with staff having them? I understand the reason for campers not having them and that staff need to be model to the campers... I see both sides.

Travis Allison

As a camp director I think that a smartphone (assuming... and yes, I know what happens when you assume... assuming that you have at least Edge service) is one of your best tools.

Carinna Pellett

This was a big debate this summer at our camp; it was a very useful tool for communication; but staff weren't able to handle making responsible choices...

Sugar Bay Holiday Camp

We do not allow our counselors to take out their phones in front of campers. We think it would be unfair to tell the campers they can't use their phones at camp and then allow our counselors to use them...

Curt Jackson on 2011-10-27

Camps have a hard time with the whole "friending" aspect of Facebook pages when minors are concerned. Check out this article regarding "subscriptions". It may be a good answer to that issue.

Sol Birenbaum

Interesting! This link might help as well...

[http://www.facebook.com/publicfigures?sk=app\\_271800242838919](http://www.facebook.com/publicfigures?sk=app_271800242838919)

Mark Hodgson on 2011-10-27

I'm heading to Kenya to look at the impact of volunteering - coming at this from a summer camp perspective I'm sure I am going to learn a lot. What questions would you want answering from such a trip?

Dan Weir on 2011-10-25

We just added a new speaker!

Rebecca Jess

Love that guy.

Joe Richards

Cool speaker!

Natasha Leigh

Hey - I know him!!

Adam Brown

Lucky!

Fraya Andich on 2011-10-20

we are having a big camp fundraiser to raise awareness for camp and money for scholarships. we've never done anything like this before. does anyone have suggestions or tips of they have done in the past that has worked?

Diana Fong

From Camp Koinonia in Ontario - we are using our pre-authorized chequing to do a campaign like World Vision i.e. a monthly deduction of \$??? will send one kid to camp each year. You can follow-up with a thank you card from a camper and a picture of a camp activity.

S. Preston Chuhon

From Camp Douglas in BC - We create an "Inspiration Station" which has 60+ little envelopes on a board. Each envelope has a picture of a item with varied prices. (water shoes \$10, life jackets \$30, video projector \$500, sports equipment \$100, etc) Once the envelope has money, than they take it down and put it in a box.

We find that people like to know what their donation is going towards and if the images are things that are easy to visualize kids using, they are quicker to donate. This also is an easy way to cross off things off your wishlist!

One year we sent pictures of the kids using that item to the donor to re-enforce the effectiveness of their contribution.

Colin Stewart

Where is this Inspiration Station and how do the donors get to see it?

S. Preston Chuhon

We buy a couple large poster boards, assembled it like a table display. We used the same board each year. I don't have any pictures, but image this with a bunch of coin envelopes on it. <http://coffeydesign.com/wp-content/uploads/2006/12/pass-display-photo.jpg>

Colin Stewart

Where is this Inspiration Station and how do the donors get to see it?

Lisa Hutchcroft

the inspiration station is set up at our fundraising dinner and camp events year round

Travis Allison on 2011-10-24

Apps for Autism - cool ideas for those of us pushing integration  
<http://www.cbsnews.com/video/watch/?id=7385686n>

Travis Allison on 2011-10-24

This would be a cool idea for a video project for a smart camp - interviews at different areas to show a new side of camp: <http://www.theglobeandmail.com/globe-drive/advontheroadwithambermac/>

Travis Allison on 2011-10-24

Somebody... maybe today... is going to be #450 in the group!

Anyone have a friend in camping who isn't in the group yet?

Craig Hartley on 2011-10-20

Great article!

<http://www.usatodayeducate.com/staging/index.php/blog/opinion-skip-the-internship-go-to-camp>

Travis Allison

Good eye, Craig!

Paul Sheridan - did you see this?

Paul Sheridan

I did, yes. Think it came out in July.

Dan Weir on 2011-10-20

Wrote a blog post "The secret to my camp's success is..."

Travis Allison on 2011-10-20

Special CampHacker episode: An interview with Joanna Warren Smith.

Joanna has 4 great tips for camps looking to improve camper retention and grow word-of-mouth.

<http://camphacker.org/2011/10/joanna-warren-smith-camphacker-interview/>

Dan Weir

So good!

Travis Allison on 2011-10-14

We're excited to partner with Camp Business magazine for distribution of the CampHacker podcast!

Dan Kosmo Leaver

Awesome

Rebecca Jess

Awesome! Congrats, CampHacker!

Joe Richards

Good to know - Way to Go!

Natasha Leigh

Dude - AWESOME!! :) Congrats

Nathan Scott Brant

excellent

Dan Weir on 2011-10-19

We've got Bob Ditter, yes we do. We've got Bob Ditter - How about you?

Nathan Scott Brant

Nice!

Jen Dundas on 2011-10-18

Will you help me spread the word about this full time role for a Camping Program Coordinator?  
Thanks!  
<http://guidesontario.org/about/employment.htm>

Becky Vincent

I think there's a typo in the link for the job - try <http://www.guidesontario.org/forms/employment/Camping%20Program%20Coordinator%202011.pdf>

Joe Richards

Can male's apply for this position?

Jen Dundas

Thanks for fixing the typo Becky!

Jen Dundas

Yes - this position is open to males and females. At Girl Guide camps, the only thing we have to verify with males on site is that we have a separate bathroom for each gender.

Colin Stewart on 2011-10-19

Here's one of our bent and buckled canoe's at sunrise.

Rebecca Jess

AWESOME shot--thanks for sharing!

Travis Allison on 2011-10-05

Amazing rainy-day activity! Imagine having a contest between 2 groups?!?  
[http://www.youtube.com/watch?feature=player\\_embedded&v=hzwG0dNhDE](http://www.youtube.com/watch?feature=player_embedded&v=hzwG0dNhDE)

Natasha Leigh

me: [out loud] WHOA!

Curt Jackson

I'm not cleaning that up! :)

Jen Henshue

I wouldn't even know how to set that up?!?

Sugar Bay Holiday Camp

WOOOOOOW! That's awesome!

Michelle Balfe Keefer on 2011-10-18

does anyone have experience using Camp Doc? We are looking into utilizing them for our camper health forms rather than having parents bring their forms with them on the first day of camp.

Dan Weir

I have experience in getting weekly solicitation emails from them.

Heath Levine

Hi Michelle, we are using Campminder which is a comprehensive database system that includes health center information. It is great because everything (inquiries, enrollment, attendance, travel, health information, parent communication, notes, etc.) is within one system. We have only been using it for a short period of time but it is really great and easy to use.

John Quinlivan

We're considering Camp Doc as well. Pretty pricey! Camp Brain, who we use for registration and conference center management is working on a system as well. Waiting to see what they come up with. Would be interested in any feedback from a camp using both Camp Doc and Camp Brain.

Travis Allison

Dan Weir: Thank You! I laughed out loud at that.

Drew Bitterman

Hi Michelle. We use CampMinder (just like Heath) and utilize every aspect of the database including the forms that parents and staff fill out (you can customize them to your liking). The best part about the health form is that most of the information will be there next time your parents complete it making it easier each year. It is nice to have everything in one place so as the Camp Director, I can see who has been into the Health Center and what forms we have on every camper and staff. From a parent prospective, everything is in one place too. All the forms, photos or videos that the camp uploads etc. Oh and parents can even go online to check to see what forms you have received, which cuts down on the phone calls!

Adam Bell

Does camp minder have a rental group/retreat center module?

Drew Bitterman

Adam, I do not think so. Give them a call at 303-444-2267. Ask for Dan.

Lyndsay Borschke on 2011-10-11

Camp Oochigeas and the Sporting Life 10K in the news!  
<http://www.thestar.com/news/article/1067529> Help send kids with cancer to camp by running in the Sporting Life 10K on May 13, 2012!

Dan Weir on 2011-10-07

Great read...

Jed Buck

Thanks Dan Weir

Dan Weir on 2011-10-08

The 2012 Northeast YMCA Camp Conference is still looking for speakers!  
[http://neycc.org/?page\\_id=28](http://neycc.org/?page_id=28)

Brigitta Adkins on 2011-10-04

fun, free things to do with campers

Mark OldMan Pearlman on 2011-09-28

Shana tova to any of my Jewish brethren here

Ephraim Shapiro

thanks. same to you.  
<http://www.youtube.com/watch?v=DRaQSbuTiBg>



Scott Arizala on 2011-09-28

To All My Camp People! We need your help! Camp Kesem ([www.campkesem.org](http://www.campkesem.org)) a free camp for kids whose parents have cancer, is participating in Chase Community Giving. We would win \$1 million!! Please vote.

[www.clickforkesem.org](http://www.clickforkesem.org)

Matt Buczek

Done!

Scott Arizala

Thanks Matt!

John Quinlivan

Good luck with this Scott

Travis Allison

Great program. I have clicked!

Ephraim Shapiro

good luck!

Grego Dow on 2011-10-03

Camp McGovern has been accepted to the Aviva Communiy fund contest in which we could win \$150,000 to use towards very necessary facility upgrades. We are a non-profit charitable organization that works with underprivileged children. Please help us by visiting this link and voting for our camp! You can vote everyday of the contest starting today at noon. Every vote counts! I appreciate you assistance!

Nathan Scott Brant on 2011-09-30

If you get a chance, check out this letter from an international summer camp counselor on the importance of camp.

<http://southmountainymcacamps.wordpress.com/2011/09/30/the-world-needs-camp-a-letter-from-do-wn-under/>

Lyndsay Borschke on 2011-09-30

Catch a glimpse of beautiful Camp Tamakwa in The Star's insider look at Olympic and world champion Adam Van Koeverden's rustic cabin in Algonquin Park: <http://bit.ly/q1mubm>

Brigitta Adkins on 2011-09-30

2012 ACA Mid States Camping Conference Call for Presentations  
EXTENDED: Deadline for Call for Presentations is October 25, 2012!

You are invited to submit a proposal to share your knowledge at the Nineteenth Annual Mid States Camping Conference, March 8-10, 2012 at Pheasant Run Resort in St. Charles, IL. All Call for Presentations must be submitted online.

Nathan Scott Brant on 2011-09-29

Advice on transitioning to a new camp:  
<http://nsbrant.wordpress.com/2011/09/29/transitioning-to-a-new-camp-advice-from-the-field/>

Gene Devlin on 2011-09-28

Camp fairs, which to go to which to avoid? Help!

Matt Buczek

We tend to do a few of the ACA fairs, but I really consider camp fairs a waste of time

John Quinlivan

ACA Tri State in Atlantic City is IMO the most usefull one. Great networking, breakout sessions, and vendor fair.

Matt Buczek

Thats a conference, not a camp fair! Conferences are great! Camp Fairs, not great

John Quinlivan

Thanks for pointing that out.

Travis Allison on 2011-09-27

Peter Katz sings The Camp Song live at the Music Gallery in Toronto (HD Video).  
<http://camphacker.org/2011/09/the-camp-song-peter-katz-live/>

Travis Allison on 2011-09-26

I knew Sol Birenbaum was a great choice for CampHacker guest host! He has awesome ideas for building staff community.

He also talked to us about the Walden virtual tour. A map of camp that they have made with an iPhone. Check it out.

<http://www.campwalden.ca/VirtualTour>

Travis Allison on 2011-09-24

Peter Katz is singing The Camp Song Right NOW!

Mel Frederique

beautiful set up!

Curt Jackson on 2011-09-23

Travis, I hope its okay that I plug my newsletter as well.

It's only once a month, folks, not weekly like Travis'. He is much more motivated then me. :) But really, as a camp professional it's great to be on as many camp newsletters as possible (I think there are only a few of us doing them anyway). You can sign up for mine at  
<http://summercampprogramdirector.com>

You should also check out the one by Gary Forster.

Travis Allison

Of course it's ok! It's a great resource.

Travis Allison on 2011-09-23

If you want to receive our free CampHacker newsletter full of useful summer camp ideas (going out tomorrow) sign up here: <http://camphacker.org/free-newsletter/>

If you are already subscribed and have got something of value from the newsletter please click "Like".

Nathan Scott Brant on 2011-09-23

New Blog Post on the Summer Camp Source: "Balancing High Tech with High Touch in Summer Camper Recruitment" <http://wp.me/pVKC3-7A>

Dan Kosmo Leaver on 2011-07-29

We now have a three bin compost for our camp. I'm really excited to be able to compost and reduce the food waste, but also have it as part of our nature discovery program.

Brigitta Adkins

would love to hear a report on how this works (good or bad) and what else you're doing being green- garden, greenhouse, etc.

Dan Kosmo Leaver

I'm wanting to get green roofs on our cabins/other buildings, switch to LED lights, and all sorts of other fun things. I will keep you posted on how it goes.

Brigitta Adkins

there was a great presentation at ACA national conference about the green things a camp was doing like the solar, windmill, wildlife habitat, etc. Joe Richardson, Bar-T Mountainside was the presenter

Megan Graham

We're looking into composting toilets - anybody else?

Doug Tatton on 2011-09-21

What/where is the best source for archery equipment?

Craig Perlmutter

in Ontario... Saugheen Shafts has been great for us...

Shawn Moriarty

In the states I have been very happy with Hall's Arrow in Manchester CT.

Ephraim Shapiro

wal-mart!

Mike Moose Greenfield

I second Saugheen Shafts. They are in Peterborough, Ontario, but ship wherever

Jennifer Kruithof

I like the Bow Shop in Waterloo - they have a catalogue for camps at <http://www.bow-shop.com/>

Laura Petersen on 2011-09-08

We currently run 13 weeks of day camp along with a 6 week season of resident camp. How do you create "the magic" of resident camp with your day campers?

Curt Jackson

Good question, Laura. I direct a day camp but come from a resident camp background. When I began working at my current day camp I too wanted to bring the "magic" of resident camp to the program. So I began doing things that I am used to doing at resident camps, including:

- singing camp songs,
- performing skits,
- doing traditional camp crafts,
- teambuilding with the older kids,
- leading camp games and sports,
- building fairy houses with the younger kids,
- giving the groups time to get to know each other and their counselors in an outdoor setting,
- leading nature hikes,
- creating treasure and scavenger hunts,
- spending as much time as possible outdoors,
- offering one overnight per week where we could have a traditional campfire.

During training I talked about how awesome resident camp is and the differences between the two types of camping. Though none of my staff had worked at a resident camp they understood that I had a passion for the way things work at a resident camp and that I wanted to bring that type of environment to our day program.

In the area I live and work in there are a LOT of day camps but most of them are on school campuses. We are now known by parents as the traditional, outdoor type of day camp and based on our surveys we are quickly becoming the top pick for kids and I know that is based on our program and our staff. We don't offer nearly as many activities as the others, but the kids and parents seem alright with that.

Just try to do what your resident camp does during the day, offer an overnight each week where you can do a fun campfire with skits and songs, and schedule time where the kids can relax and just socialize and make friends.

Resident camps have a good amount of time to make connections with other campers and staff and that is one of those magic ingredients. Most day camps, however, are so structured that campers go from one activity to the next and have very little time to make new friends. That is a mistake, in my book, for a day camp.

I hope this helps, Laura.

Laura Petersen

Thanks so much for the input Curt! This is definitely helpful as we look toward planning next summer!

Shawn Moriarty

The day camp I worked at for 10 years was and still is amazing! To help craft that culture that is so often found in residential camps start in staff training. I have found that most of the "magic" of res camp can be reproduced in a day camp setting. Curt spells out most above. One of the advantages I found was that I was able to keep my energy up all summer because I was able to go home everynight and recharge. A big plus. Also with a day camp often the staff is more local, and the possibilities to keep connected with them is HUGE in the non-summer months.

Laura Petersen

Thanks Shawn!

Camp Awakening on 2011-09-21

Hey Ontario Camps: Join us at the Special Needs Resource Committee meeting on Monday, October 3rd at Camp Robin Hood (10243 Reesor Rd., Markham) from 10am-12pm. Among other hot topics, we'll be discussing AODA and Accessible Customer Service Standards. Every camp in Ontario must be compliant by January 1, 2012. It's the law!

Travis Allison on 2011-09-21

Miracles happen... at camp.

(from Pearce Williams Christian Centre's photoshoots this summer)

Joe Richards

Yes they do - every single day.

Natasha Leigh

This is awesome

Scott Rothschild on 2011-09-20

Great Conference coming up next week in New York - The Ben Appelbaum DAY CAMP Conference... Tues Sept 27 in Huntington, NY

We'll also take a tour of West Hills Day Camp and the unique space they share with a Montessori school program.

Sessions will include:  
Timeline Management throughout the Year  
Live and Learn?  
Day Camp Color War  
Day Camp Offices.

To register, go to <http://www.aca-nynj.org/assets/uploads/DayCampConference.pdf>

Lyndsay Borschke on 2011-09-19

Fun distraction! RT @kwycamps: Missing summer camp? Try out our on-line game!  
[http://www.kwycamps.com/en/ymca\\_game.asp](http://www.kwycamps.com/en/ymca_game.asp) #belwood #kiway #wabanaki

Travis Allison

Brilliant idea - I got 340.

Curt Jackson

Dude - got 369

Travis Allison

Travis Allison on 2011-09-19

Save the Date: Day Camp Workshop - October 21 in King City (North of Toronto).

Dan Weir on 2011-09-13

Hello all, I would love to hear how you best utilize your alumni? and what do you consider an "alum"?

Cheryl Williams

Hi Dan, I'm just working on my masters degree where my main research question is looking at how our organization utilises our camp alumni staff. Our alumni are instrumental in our program, but currently in a pretty informal way. My project involves looking at ways to formalize this...feel free to send me an email if you want to chat more..I'd be interested to hear what others are doing....camp@lionsbc.ca

Travis Allison

Hey Cheryl Williams, would you be on our CampHacker alumni episode? We're going to record it in the middle of October

Cheryl Williams

Hey Travis Jon Allison, sure! Just send me the details and I am sure make that work. Sounds fun!

Adam Bell on 2011-09-08

I am hoping to move our camp away from an "early bird" registration discount. Has anyone made this change recently. I would like a few examples to prove to our board that it will not reduce the number of registrations.

Paul Sheridan

I'm curious to see the comments in this thread. We don't offer early bird discounts, and I've often wondered if we should. Interesting to see someone who has them and wants to get rid of them.

Eric Naftulin

Personally, i've got three kids who I send to various camps each summer. Saving money, in this day and age, is a way of life and often the determining factor of whether I (and many other parents I know) choose one camp over the other. I guess the only way to know if discontinuing your early bird discount will or won't affect your sign ups is to take the leap and do it. Certainly you don't want to discount something where you could otherwise get full price, but I'd rather not run the risk of pissing off happy customers who appreciate getting the discount. (Not only that, early bird discounts help camps get revenue sooner rather than later.) I'll always offer an early bird rate, but I'm interested to know your outcome, so keep us posted please :)

Adam Bell

there is a good discussion here: <http://campleadership.org/black-friday>

Adam Bell

one thought is that the people who sign up first are going to anyway, so we are considering offering an early bird reward (a family party, camp clothing, etc). We also have an advantage in that our sessions almost all have waiting lists by the time summer rolls around, so we have a bit of leverage there too.

Curt Jackson

We don't need to offer early bird discounts either, but I like what Eric says about getting revenue sooner (especially if you are leaving it in an account that collects interest).

Of course, we wouldn't want to give away money that we don't have to so Adam's idea about a non-monetary reward is EXCELLENT! - A party, special apparel item, free set of camp pictures next summer, etc. would all work for us.  
Maybe a weel designed t-shirt that says something like "I registered for Camp \_\_\_\_\_ 2012 and all I got was this crummy shirt!" Okay maybe that's a bad example, but something they can wear at school would just be extra advertising.  
Thanks Adam, the hamsters in my head are really spinning the wheels now.

Adam Bell

Thanks for all the input! I'm excited to keep this discussion going

Colin Stewart

This is cool, we're toying with EBD for our day camp, that just exploded with popularity this year. Does anyone consider these types of discounts like "loyalty bonuses" for returning families. I'm very interested in keeping the customers I have. BTW couldn't disagree more with the author of that black friday article. Why buy a \$180 computer that used to be a \$800 computer? Because you save \$620. That's a no-brainer.

Elise Bates Russell

We find that an early bird discount achieves: a deadline to make that camp decision; gets more money in the door earlier; a sense of urgency esp. regarding space allotted for campers. We do 2 deadlines: first this year was April 6, then May 4. We open registration mid-Jan. A FB post this year giving an extra \$25 off to the first 10 registrants or similar also helped move it along!

Jen Henshue on 2011-09-12

For those of you taking payments by Credit Cards, who is your merchant account with? Also, have any of you used the Square? (A device for your iPhone or Droid that is a credit card swiper) Just wondering on the feedback...

Eric Naftulin

we use costco, it's the cheapest i've found

Paul Sheridan

We used CardFlex. They worked pretty hard for our business, and gave us a good deal. When we switched to CampMinder, we were lucky that CardFlex was already the processor that works with them. The square thing looks cool, but seems like it would be most useful for a business that does more face-to-face transactions than we do.

David Schilling

We use PayPal for online registration. Square is nice, but can be very expensive with fees

Theresa McDonald-Lee on 2011-09-08

Wondering if anyone in Ontario can recommend a company who does bathrooms? I am looking for a quote for our main camper bathrooms X2 (five stalls, five showers, five sinks) but I want someone who does institutional bathrooms, not a contractor.

Cam Norman on 2011-09-08

Interested in attending a great conference on outdoor education? Camp Kitchikewana is hosting one!  
<http://www.coeo.org/conference.html>

Lyndsay Borschke on 2011-09-08

Our Kids Publication announces it's annual photo contest!

Think you have the best camp pic?  
Submit it on Facebook and let our fans decide.

Upload your 'Best Camp Moments' pics taken at camp this summer for a chance to WIN a super cool PENTAX OPTIO RS1000 digital camera!

Then you, friends, family and fans will choose who WINS!

Photo submission: September 1 to October 31, 2011

SUBMIT YOUR ENTRY [http://www.facebook.com/ourkidsnet?sk=app\\_100142423390621](http://www.facebook.com/ourkidsnet?sk=app_100142423390621))

Travis Allison on 2011-09-08

Cool camp-related job opportunity:

PART-TIME, YEAR-ROUND SUMMER PROGRAM COORDINATOR

Gene Devlin on 2011-09-07

For those that do prospective gatherings in "key areas" when do you start doing them(fall, winter, spring) and do you find they are better attended when you host them during the week or during the weekend? Thanks!

Paul Sheridan

We do them in January and February, and we've had better luck Monday through Thursday nights.

Lisa Sherman Fayne

I start now Gene - Fall. Creating urgency for future campers to sign up after a great season! I host them on the weekends since families are all together - do it at a times when the weekend activities are not.

April Keighan on 2011-09-07

does anyone out there do any sort of awards for staff and volunteers? how do you choose the winners? when do you award them? any other details would be great!!

Dan Kosmo Leaver

We do two things: The Wigis, and the S.W.A.N. Awards.

The Wigis are three awards, "The Outstanding Christian Leadership Award", "The Debbie Ilg Memorial Friendship Award", and "The Creative Counselor Award". Each as a Tipi shaped plaque that we hang in the dining hall. The staff vote on each other for who is most deserving of the awards and we present them at the year end banquet.

The S.W.A.N. (Sick Wicked Awesome Nasty) Awards go to all the staff. These are just like Michael Scott's Dundie Awards from "The Office". The Assistant Directors sort out what each staff person is so SWAN at and give them a small plaque. It's cute. These also use to be called the Skeeter Awards, and before that the Skunk Awards; so they are always transforming as the summers bring new and exciting situations, creatures, staff, and jokes.



Dan Kosmo Leaver

I also know that Cairn Camps does something really cool with paddles.

Leon Muszynski

We do several things. We do validations in front of the whole camp during announcements after meals. This happens every few days and people are picked for their good job and for an assessment of need for recognition. We do something we call "Great Moments in Camping": at staff meetings where one staff will tell all the others something great someone another staff has done to everyone's applause. And at the final staff banquet we give out award certificates for a range of things that we make up: best new staff, best asst instructor, most improved, best international, etc. etc.

Sol Birenbaum

Here is some info from Camp Walden: <http://goo.gl/pDxan> and <http://goo.gl/lhIN7>

Curt Jackson

We have a bead recognition program for the campers and staff. So the campers earn beads throughout the week and summer to put on their tree cookie necklace, which they are required to wear. The staff are also required to wear the tree cookie necklaces (their name tags) and they earn staff only beads as well as the regular camp beads. Staff nominate their peers for special beads like "Making a Difference", "Star Performer", "Leap to Action", etc. and I, as the director, award them the normal camp beads when I feel they have earned them. The staff are very proud to earn these and the campers continuously ask them how they got the rare "beads". You can see a list of the camper beads we give out at <http://summercampprogramdirector.com/summer-camp-bead-program/>. The staff only "beads" I got from Baudeville but will probably get them somewhere else next summer since I like to mix it up.

Mark OldMan Pearlman on 2011-08-25

I'm seriously considering starting to use camp names at my overnight camp next year. It's a small camp, around 30 staff, and we've never had camp names since the camp was founded more than 60 years ago. How should we go about starting it? I know we need the staff to buy in first.

Mickey Black

I don't get the camp name thing. Why?  
Sent via BlackBerry by AT&T;

Travis Allison

I love the camp name thing.

Although I did fight it - I grew up at a camp without camp names and thought it was a weird barrier between staff and campers when I attended Celtic Sports and Arts Centre as a teenaged camper.

Travis Allison

When I worked at Celtic the next year, I asked the director (Lumpy) about why they had started the tradition when they first started the camp only a few years before.

He said something that has stuck with me for 25 years: Camp is a magical place and we will do anything we can do to accentuate that difference between camp and home.

Ever since, I have believed that camp names are part of the magic of the place.

Travis Allison

If I was going to implement camp-names for next year the first thing I would do is send out my "manifesto" talking about why I believe camp is important and why I want to make it a separate and magical place.

I would then spend the rest of the winter talking about the things that we do well to create that magic and I would ask for ideas of ways that we can do more.

Eventually I would introduce the idea of camp names and ask how they felt about that as a signal to kids that camp is not part of the mundane world.

The truth is that camp names won't stick in the first year - especially for staff that the kids have know by their real names. The names will stick for anyone who is new.

Like all new camp traditions... by Year 2 people will believe it was always that way.

(I'm going to spin this off as a blog post on CampHacker.org - I'll post the link when I'm done. There I'll outline how we chose camp names and how important it is to be very specific about them.)

Mike Moose Greenfield

there was a discussion thread back in May about camp names. Some of those insights may be helpful. It also included a link to a list of 350 possible camp names.

Mark Young

Think hard about the camp name game. Personally I think it starts a wrong trend. We are trying to teach the children to be open and trusting/ With the camp names the firs thing we do is lie to the campers. My name is .... A flat out lie to the kids. Not what I would say is good idea. Then is the off season, when you get a call for a reference for Bill Smith. It takes a few minutes before you put it together that Bill Smith was Bubbu. Try explaining that to someone for a job.

Nathan Scott Brant

I respect Travis's answer - I even like the way he views the camp-name-thing as a means of differentiating camp from the real world. I also like Jessie's point about Facebook Stalking Prevention. However, I am not a fan of the camp name syndrome. It's a turn-off for parents who may not be excited about leaving their first time camper with a counselor name Monster or Tinkerbell. I believe we have better tools in our toolbox to create camp magic.

Travis Allison

@Mark and @ Nathan: great points about trust (but, i feel that "syndrome" is a bit strong...).

We addressed those issues head on: Staff were always to introduce themselves with their "real" name and a firm handshake. I would always say "Hello, my name is Travis Allison, at camp everyone calls me Zoic. I'm the Camp Director."

There is also a staff picture board in the courtyard (the sun around which everything revolved at our camp) with people's real names, camp names and their position on it.

Our kids new our real names and knew that we just preferred to be called by our camp names.

As for Mark's point about not remembering staff's real names when it comes time for a

reference... I figured that I always needed to know more about a staff member than what they were called at home so it was just one tiny piece of the information that I could recall about them. Truthfully, you just get used to remembering that stuff.

#### Curt Jackson

We do camp names and the kids and staff love it. It's much more fun to have counselors like Stargazer, Kicks and Ladybug then it is to have Sally, Mike and Jennifer. We have never had a parent complain about it, just the opposite. They find it entertaining as well. When I introduce myself to parents I tell them my real name as well as my camp name. After that, when parents address me they always use my camp name even though I don't ask them to.

As for the "lying" issue, kids are not dumb they know that the camp names are not our real names. At camp we do things like fairy houses for the "Forest fairies", we talk about how a pirate buried a treasure at the beach before we go on our hunt and we use our imagination to avoid the dinosaurs that are roaming around camp. It's like Travis said, we are creating a magical experience, at least some of us are. When you go to Disneyland and you see a person in a Mickey Mouse costume and your child really believes it's Mickey do you yell out "Liar!" and tell all the children that Mickey is fake. Do you tell them that Santa doesn't exist. However, I will say that the campers are always interested in knowing our real names. So on the last day of camp the staff line up and tell them what our real names are. After that the campers still prefer to call us by our camp names.

As for the reference checks, if you add the camp name to the each staff members personnel file then you won't have any problem remembering who was who.

I say give it a shot and see if the staff respond to it or not. If you are having any moral dilemmas then survey some of your parents and see what they have to say. I am positive they will either not care or will think it's a great idea.

As for how to start it, we tell the staff they need to come up with a camp name that has some meaning. For example, Kicks is a soccer player, Apple is from New York, Tryke is a mountain bike racer, Moose was a childhood name from Little League and it fits me. Some staff will come up blank and just choose things like Sushi because they like sushi or Flip Flop because they wear flip flops (which aren't allowed at camp except at the beach or pool). That doesn't work for us. So now we ask each staff member to come up with three names and then we have a camp name ceremony during staff training which really sets the tone for camp as far as it being a special place with new and unique experiences awaiting the campers (and staff). During the ceremony new staff tell the return staff what their first choice in names is and why. Then the return staff vote yay or nay. If the new staff member has a good reason why they chose that name they will almost always get the thumbs up. If they say something like "I chose the name Chocolate because I really like chocolate," then they will most likely get the thumbs down and have to tell us their second choice and why.

Occasionally, a camp name will present itself during training. For example we had one CIT that was really into Star Trek and he was also extremely intelligent and tech savvy. Someone said he is the Spock on our Camp Enterprise. The name stuck. He was proud to be known as Spock that summer.

#### Grego Dow

We have used camp names for years...and I agree it is part of the magic of camp! Parents love it and kids think it's funny. My CIT's are always wondering what their funny name will be when they get on staff. For them it is a sort of initiation into the staff team each

year...which they are proud to experience.

The kids aren't dumb...they know the names aren't real. We specifically say they are our "camp name" meaning this is how I am addressed at camp...NOT my real name. My 4 year old son knows all the staff's camp names and he also knows it is not their real name. He thinks it's fun to call them these funny names.

I think too many people are over thinking this thing. Either you like it or you don't it's not something that needs to be a major debate...it changes nothing about what we all do at camp whether with our without camp names. Each camp has it's own culture and things they do. Camp is camp...came names can be part of the magic of camp...but you don't have to do it.

Jennifer Kruithof

I worked at a Y camp about 20 years ago before and after they started the "camp names" tradition. The first year of nicknames there was a special "naming" ceremony near the end of staff training. The director team picked all the camp names and kind of "knighted" people with their new nickname based on something noted during the staff training week. I enjoyed it, and while my name wasn't one I would have personally chosen I liked the story behind why it had been picked for me, and I kept it. The following year new people picked their own name.

Ben Smoky Radley

We used camp names for the first time this summer and it was amazing, both for the staff and campers. There was hardly any transfer time, the return staff bought into it from the getgo, and for the new staff it was normal. One thing we did that helped was get our return staff camp names established before training camp, so they had time to adjust, and for the incoming new staff it was just the norm.

The thing is, camp names are a tool. They will work for some camps, and not for others. It's about what works for YOUR camp. There are activities like the blob, paintball, sailing, sports and other 'camp' stuff that works great at other camps, but not at ours. Their not bad or wrong, in fact I love the activities themselves, they just don't fit US at this time. We determined that camp names would be a good fit for us, the pros would outweigh the cons, and thankfully so far we were right. :-)

In argument for camp names, we found campers love them. For me that is enough. For the campers, camp names are part of the 'play' of camp, which children crave. i.e. We ran a big game this summer based on Robin Hood, and for those couple of hours I was Robin. Campers would correct staff when they called me 'Smokey' during that time. "No no, that's Robin Hood, not Smokey!" When the game was over I was back to just Smokey. Play is essential, and so hard to create, and we have just found that for us the camp names are a valuable tool in helping create play for the campers. The bonus' of an addition to the culture we want to build, staff buy in and ownership are nice too of course.

Travis Allison

Here's the blog post I mentioned: 10 Rules for Approving Camp Names:  
<http://camphacker.org/2011/08/10-rules-for-approving-camp-names-at-your-camp/>

Sugar Bay Holiday Camp on 2011-08-30

Our marketing team write some pretty wicked editorials on summer camps. All of you are welcome to use them. They are great angles for editorials or for getting parents to see that their children NEED camp...

|   |
|---|
| Sugar Bay Holiday Camp                                    |
| There's plenty more on our facebook pics :)               |
| Curt Jackson  |
| If ever I am down in South Africa I'm coming for a visit. |
| Sugar Bay Holiday Camp                                    |
| Stop in with pleasure :)                                  |

|  |
|--|
| Dan Kosmo Leaver on 2011-09-01   |
| How were your camper numbers this year? Ours are down approx 10% from last year.                     |
| Grego Dow  |
| We were up 10%   |
| David Schilling  |
| Existing camps up at 10%. New camps, very slow enrollment  |
| Paul Sheridan  |
| 2010, 97% full. 2011, full, but almost no waitlist. Our goal is to get back to waitlists.            |
| Matt Buczek  |
| WE were up 30%.....our first upturn in 3 years   |
| Chantal Jackson  |
| we were up approx. 25%   |
| Mike Moose Greenfield  |
| We were flat to last year, which was up. Can you add where you're from so we can compare regionally? |
| Dan Kosmo Leaver   |
| Central Alberta Canada.  |
| Michelle Balfe Keefer  |
| we were up 5%  |
| Gene Devlin  |
| We were up 40%.  |

|   |
|---|
| Eric Naftulin on 2011-09-01                     |
| I'm glad it's over.                             |
| Curt Jackson                                    |
| Not me...I already miss it.                     |
| Eric Naftulin                                   |
| wow Curt...you gotta find a year-round camp! :) |
| Ephraim Shapiro                                 |
| Post camp blues                                 |
| Sugar Bay Holiday Camp                          |

We have a year- round camp. Never get tired of it. It's a lot of work, but we get to see the excitement almost every day of the year.

Travis Allison on 2011-09-01

New CampHacker podcast: ReIntegrating Your Camp People Into The Mundane World (featuring CampPros members Gabrielle Raill, Ryne Witt, and Joe Richards.

<http://camphacker.org/2011/09/reintegrating-camp-people-to-the-mundane-world/>

Travis Allison

What do you do to make moving home a smooth experience for your camp people?

Travis Allison on 2011-08-29

I see from Kam Kobeissi and Dan Weir that Frost Valley took a hit with the storm. Any other camps?

Let us know if there is anything we can do.

Kam Kobeissi

Things are a bit messy here, but everyone is safe!

Travis Allison

If you'd like to help out, you can make donations at <http://www.frostvalley.org/relieffund>

Joe Richards on 2011-08-30

Easy way to make stilts for your camp. Just spoke all about it on CampHacker #22.  
<http://dangerouslyfun.com/stilts>

Eric Naftulin on 2011-08-28

How soon do you wait before offering Early Bird specials for next summer? (I'm sending my early enrollment packet out this week...)

Shawn Moriarty

I will have my 2012 dates set in the middle of next month for returning families and they will have an early bird rate until probably Jan 15th.

Jason Smith

We have stuff for next year ready at the beginning of the summer so that families can register the day they pick up their kids.

Mark Young

A group of the more successful camps that I work with are ready to go at the close of their first session. That way as the parents come to pickup the camper, they can sign up for next year at a discount. The more important thing is not to come back later and offer a better discount.

Gary Forster

Checkout of each session this summer would have been better. So you have a goal to shoot for next year.

Randall Grayson

We don't offer any discounts like early bird specials, but we did 7 years ago when we felt it was necessary in order to fill camp. I don't know of a practically scientific way to determine

early bird validity. If you know you're going to be full anyway, then it seems to me an early bird special gives away money the camp could use toward other ends.

Travis Allison on 2011-08-28

If you shoot video with a DSLR (or even Kodak pocket cams that can take mic input) then you should look seriously at this deal on Amazon: \$111 for a Rode mic that mounts on your camera.

Remember - people will watch crappy video as long as the sound is good.

(BTW, that's an affiliate link - if you'd rather, you can just search RODE Mic in the Amazon store)

Mike D'Avria

I own this mic and it's great for almost any shoot. All of our videos on CampLeadership.org have used it if people need to hear a sample.

Ephraim Shapiro on 2011-08-28

Camp Simcha for children with cancer - boys' session Liberty music video (parody of Tonight by Hot Chelle Rae)

Craig Perlmutter on 2011-08-27

Camp Fun... Michael Jackson's Thriller Flash Mob - Camp Tamakwa in Algonquin Park, Canada - August 2011, don't miss it... check out: <http://www.youtube.com/watch?v=lmVmYZfHv4A>

Travis Allison

Nice! Thanks Craig.

Travis Allison

(some of you many remember Camp Tamakwa from such movies as Indian Summer...)

Melissa Joy-McGeachie Macdonald

Any encounters with bystanders?

Curt Jackson

What's with the 3 in tuxes and white heads? :)

Travis Allison on 2011-08-27

Camp Life.

Great new video from Toronto's Camp Robin Hood (feat. Howie Grossinger, Sari Bell Grossinger, Larry Bell and Pearl Bell).

I've always been in awe of CRH's multi-media marketing. This is REALLY putting yourself out there!

Working on the CampHacker newsletter and thinking about camp,

Travis.

(BTW, I know someone sent me a great camp video last week - can you send it to me again... I can't find it to post here).

<http://www.youtube.com/watch?v=tvPm0A9FpYw>

Jeff Johnson on 2011-08-26

Looking for some input from husbands and wives that direct camps together. What safeguards do you have in place that allow staff to feel comfortable addressing their concerns should management problems arise? What is your grievance procedure for staff that need to raise issues related one spouse and not the other? Thanks.

Travis Allison

Hey Jeff, we directed together for a long time (before we were romantically involved and for 8 years as a couple).

The first thing we did was talk to the staff frankly about what it is like working for a married couple: we tell each other everything; we make decisions together; we sit together at meals so that we can have some time to catch up but that doesn't mean that we don't want others with us at the table; assume that our house is not on camp property and that you have to have permission to enter it; don't try to play us against each other; and yes, we can talk to each other by just looking - no words.

We also said (and, truthfully, could have said this more often) that we are professionals passionate about camp and that we will put camp first. That means that if you have a problem, you go talk to that person directly. If that doesn't work then you can talk to our spouse. He/she knows us best and can help to frame things so that the other can understand and deal with it.

If there was a major concern then they were to address it with our boss - the camp convenor. His or her phone number was posted beside every phone.

What have you been doing at your camp?

Chris Pot

I'd be curious to hear as many couple's responses to this questions as well. My wife and I just had a baby so she wasn't working this summer, but she will be working with me more in the future and I would love to get as much input as possible.

Curt Jackson on 2011-08-22

In the ACA group on LinkedIn someone posted the question, "What are your 2 favorite camp songs." Travis has some fun history about the Princess Pat that I hope he shares again here. I thought it would be fun to ask the same question here. So - What are your 2 favorite camp songs?

Grego Dow

"This is my Camp" written by myself has become a camp favorite here because it really speaks to how we feel about our camp..."this is my camp the world I know....ooh la, ooh la ooh la, ooh la la, ooh la HEY!"

Poodle Sugar Bay

"Tarzan" and "Mental movement" all the way!

Travis Allison on 2011-08-23

Cool project (that doesn't look like it will get funded).

A movie (not a documentary) based on the writer's experience as a camp counsellor.



Would you put up a bit of your camp salary to support a movie about summer camp?

Elizabeth Gates

just did - thanks!

Joe Richards

Just made my pledge.

D'Arcy Munn on 2011-08-23

With growing seasons come more opportunities. YMCA Camp Pine Crest has various positions available for the upcoming Fall Season. If you are interested in Fall employment (Contracts up to two months in length) please contact me @ [darcy.munn@ymcagta.org](mailto:darcy.munn@ymcagta.org).  
<http://www.facebook.com/#!/CampPineCrest>

Travis Allison on 2011-08-22

Writing Great End-of-Summer Reports -  
<http://camphacker.org/2011/08/writing-great-summer-reports/>

CampHacker 20 is online! A great discussion with Dan Richards, Joe Richards and Rebecca Jess.

How do you make sure that your staff passes on the best information possible to next person to do their job?

Travis Allison on 2011-08-22

A great opportunity for camps:

Want increased enrolments and retention?  
Register for a Boot Camp by Wednesday, August 31, 2011 and you'll be entered into a drawing for a FREE Recruitment Boot Camp ... a \$495 value.  
Go to <http://campconsulting.com> for Boot Camp details.  
Call or email Joanna to register.  
310-451-1876 / [campconsulting@verizon.net](mailto:campconsulting@verizon.net)

\*\*This is not a paid endorsement. I get Joanna's newsletter and I know camp directors who have loved the boot camp program and this seems like a great opportunity so I asked Joanna to write up something for the Camp Pros group.

Grego Dow on 2011-08-10

We're stuck in one of those mythical "dead zones" where all you can get is dialup. No high speed internet! Can't even get cell reception. Anybody in the same boat? Did you find something that works? Looking for suggestions on how to boost my internet speed.

Mark Young

try wildblue or hughes net. Booth work great. However, I have had better experience with Hughes.

Holly Robinson

Hughes net satellite internet

Dan Lichtenstein

We had satellite, both Hughes and Wild Blue over the years and both were terrible. It may be better than dial-up, but not much, especially with upload. Further, both have ridiculous bandwidth limits that, if you exceed, you'll have the download rates slowed down to rates that were worse than dial-up. Thank goodness we finally got broadband!

Poodle Sugar Bay

We put a booster in our office. It doesn't do much... but it's something.

Jennifer Kruithof

"Turbo Hub" from Bell is working wonders for us!

Grego Dow

I looked into the turbo hub and thought it was pretty pricey for just 2 months use. We're also in a valley and I thought the hub depended on cell reception? I was told potentially having to build a tower. Thoughts? What are you finding it to actually cost you?

Vicky Wallace

Woolsey is in a cell black hole and we used satelight Explore Net, had to boost the bandwidth for the summer camp use, but it did the trick.

Graeme Marshall

As many have stated Satellite is problematic at best, curse-worthy at worst. We continue to hound our cable company to come out to us and hopefully we'll see some progress soon. What is turbo-hub?

Jennifer Kruithof

Turbo hub was pricey (we bought outright instead of locking into a contract) and I think it was close to \$300, but compared to the salary of hiring a second office person (because dial-up was so slow - everything took 4 times as long to do) it averaged out - and our organization is going to use it for conferences, meetings and events throughout the year instead of paying for internet at those venues. You're right though, it does depend on some cell reception.

Jennifer Kruithof

(Plus a monthly fee on top of the \$300 unit cost.)

Grego Dow

Thanks Jennifer ... can you use the hub at any location then? We have an office at the camp for the summer only and then back in town for the winter...be a shame to only use the hub for 3 months of the year.

Jennifer Kruithof

Yes, it can be used in different locations if you have a computer with wireless access.

Travis Allison on 2011-08-20

This is an awesome idea for a camp: Gadget Camp for Girls

Put on by a manufacturers association to encourage women to consider manufacturing and engineering.

<http://www.facebook.com/mfgcamp>

Travis Allison on 2011-08-19

Any campy's on Google Plus? Add me there: travis.jon.allison@gmail.com

Lyndsay Borschke

done:)

Travis Allison

Nice! Thanks to Dave Graham and Sol Birenbaum, too.

Kristen Widenmaier on 2011-08-16

We are having "staff switch day" today. I put all the counselors' names in a hat to assign them to a different age group / specialty for the day. We didn't anticipate just how well it would actually work - the campers are loving it because of the new energy and ideas that are coming out. What a great way to shake things up late in the season!

Curt Jackson

Did you have any staff that weren't happy about an age group they got? I know some of my staff that are with 6 year olds would be horrified to work with teens, and vice versa. I do like the idea though.

Kristen Widenmaier

No, actually, all of our staff were looking forward to it. (If they had complained, I would have told them to suck it up - it's only one day!) Our campers only go up to age 12, so that may have made it easier.

Grego Dow on 2011-08-17

Parachutes just make camp more colourful and fun!

Travis Allison on 2011-08-16

Looking for another CampHacker for this afternoon's recording. Is anyone available to talk camp for an hour by Skype at 3:30 EDT?

Ryne Witt

Sure what is the topic? I have tried reading and watching CampHacker lately and it hasn't been working. Now that summer is over I am trying to start planning next summer.

Travis Allison

Thanks, Ryne.

Travis Allison

Can you send me an email: travis [at] walkingmaverick.com? I'll send you the co-host package.

Travis Allison

The Topic Today: ReIntegration: helping your staff and campers transition back to the mundane world of school and work

Travis Allison on 2011-08-16

ACA's listing of year-round camp jobs just came out today:  
<http://www.acacamps.org/sites/default/files/jobs/current.htm>

Lyndsay Borschke on 2011-08-15

News from Ontario Camps Association <http://conta.cc/oyx500>

Mark Hodgson on 2011-08-15

Hi guys, after seeing some of the pictures on here I thought you might like to know about the Smaller Earth Loves Camp competition that is going on at the minute, a trip to Thailand is up for grabs for the best summer camp picture.

Travis Allison on 2011-08-12

An Ontario camp director's heart wrenching story (not about camp):  
<http://www.thestar.com/news/article/1038339>.

I'm not a crier but...

Travis Allison

Thanks Alex Robertson for posting this to your FB.

Travis Allison on 2011-08-09

Cool lipdub video from Camp Red Pine in Ontario Canada:  
<http://www.youtube.com/watch?v=TOMyS3lk4-I>

Rebecca Jess

This is so awesome. Good job, Red Pine.

Tink Rabey-Hall

Sweet! Nicely done, RP! Camp on!

Chris Pot

Well Done!!!

S. Preston Chuhon

Really awesome! Love the camp!

Travis Allison on 2011-08-11

Campfire at Pearce Williams tonight (Joe Richards' camp).

Show us a picture you took this week at camp!

Evan Ryan Coulson on 2011-08-08

Anyone have any thoughts on GPS units for the camp setting? In particular, is there a model that you'd recommend based on quality, durability, and affordability?

Thanks, in advance, for your time.

Bruce Emmerton

My lessons: Make sure to buy units with built-in batteries and the chargers, and the detailed maps if possible.

Evan Ryan Coulson

Thank you Bruce. Any brand/model suggestions?

Travis Allison

Joe Richards might have some input too. He was the first I knew to use them at camp.

Bruce Emmerton

And Joe was who I called when we started Geocaching at camp. I bought the Garmin models.

Mark Young

Teach the staff and kids to read the map. Map reading skills are far more important. While GPS is great, not all of the maps and gps agree. Understand that the base maps used in the United States are from 1959. They were not that accurate. Also, most gps does a very poor job in dealing with over growth. So, a switchback on a trail won't be picked up. If you can read a map, you can adjust.

Evan Ryan Coulson

I fully agree Mark. We are, however, considering looking into incorporating some GPS units in an effort to address some feedback that non-returning campers are un-interested because of a lack of technology in their camping experience. While it pains me a great deal to accept this, perhaps there is some wisdom in listening to the feedback from this new generation of kids. Technology is intertwined in just about every aspect of their lives now. So, is adopting a little electronic gadget valuable to an outdoor ed program if it is the 'comfort food' that allows a kid to become interested in an outdoor program? THEN, once we have them tempted into the woods, we show them the 'real world' and open their eyes to what else the great out-of-doors has to offer them? OK. Just opened THAT can of worms for debate, I guess... :)

Dan Kosmo Leaver

We have Garmin eTrex H. They work well, easy to use and are \$100-110 each depending on where you go.

Sheri Pacitto on 2011-08-05

How do you honor your staff on the last day?

Grego Dow

We often do a big brunch and staff awards halfway through clean-up! Helps to use up leftovers too :)

Rebecca Jess on 2011-08-09

Our kitchen manager needs to buy some new things and we need help finding a place that sells them in Canada (and preferably online; and if not online, in Ontario). Wondering if anyone has any suggestions for where to find: melmac (specifically serving bowls), 18" wooden spoons, industrial food processor, thermometers and a meat slicer. We'd rather not buy from Hubert because they're so darn expensive.

Mike Moose Greenfield

most of the food service suppliers can access melmac and the items you're looking for. You can also try Nella supply in Toronto ([www.nellacutlery.com](http://www.nellacutlery.com)). They do have some used equipment. I buy thermometers and spoons through Sysco. How many serving bowls do you need? I have a few older ones in a box in storage.

Travis Allison

did Lauer's go under?

Chris Pot

We get a lot of our stuff from Stock kitchen supply in Kitchener. I don't know if they do online stuff, but they have a pretty big store if you can make it down here it might be worth it.

Rebecca Jess

Travis Jon Allison, I didn't know about Lauer's--Taps just filled me in on it's location. We'll definitely check it out. Thanks to the rest of you for the suggestions, as well! Very helpful!

Chris Pot on 2011-08-01

Now that we are at the mid-way point in the summer I'm wondering how we can encourage our staff to keep their energy levels, excitement and enthusiasm. We typically bring in pizza for staff night off, but does anyone else have any good ideas?

Dan Kosmo Leaver

Each week I do a staff snack and sometimes something fun for them to do. This is to show my appreciation for their work and gives them something to do as an entire staff.

In the mid-summer point I have the camp schedule to allow all staff to have the long weekend off (in Alberta it is Heritage Day, in Ontario it is the Civic Holiday. Some provinces don't have it at all). This gives everyone a good rest to re-energize for the rest of the summer.

Curt Jackson

Remember when you were a counselor? Pizza or special snacks weren't something that helped you and your fellow co-workers re-energize. Sure it's nice and appreciated but counselors need something else. This is an issue that most directors grapple with.

While I used to do the same thing (pizza, group time, etc.) I found that involving the staff in the planning of activities, theme days and evening programming was something they all got excited about.

I also find that some re-training and/or group discussion of new tactics, forgotten skills and fresh ideas for group management was always welcomed. Most staff seem to get in a funk midway through summer. They are doing the same things, using the same tactics for group management and just running through the numbers of each day. They need a spark, fresh ideas and to be heard.

Good luck, Chris. I hope this helps in some small way.

Mike Moose Greenfield

about every three weeks I have the whole staff (45) back to my house to relax, swim, eat non-camp food, play games and have some down time together. I make sure we don't have stay-over campers that night so everyone can attend.

Mike Moose Greenfield

I also agree with Curt that staff need buy in to the program in order to stay really engaged.

Michelle Balfe Keefer

we splurged and delivered our staff coffee and doughnuts before the campers woke up...it was worth it because they felt the appreciation. the only problem was purchasing starbucks to go boxes of coffee was a little spendy...

Dan Weir on 2011-08-02

Questions about your camp registration process:  
= Does your camp have a registrar?  
= If so, what hours do they work (M-F 9am to 5pm)?  
= If not, how do you handle camp registrations?

Mike Moose Greenfield

We're a small camp, so my registrar is part time through the year 1-3 days as the busyness determines. She is officially 3 days/week in the summer, but volunteers after that

Joe Richards

Our office manager is our registrar. 9am to 3pm Monday to Friday. We use campbrain as our database. Let me know if you want other info.

Megan Graham

Our registrar is a volunteer on the board of directors. She takes phone calls and mail-in registrations (we're old school) starting in March and through to the last camp. She also comes on first day of each camp to deal with the paper work and cheque processing. All of our work is done off-season by volunteers on our own time, without a specific software - not the best system but it works for our 70 campers/summer

Dan Kosmo Leaver

volunteer. Don't know the hours. we now do them online so her and I work together with the registrations.

David Schilling on 2011-08-03

Can anyone suggest a good online shopping cart to process online registrations? I need to 1. Take a deposit 2. Set up a recurring fee 3. Have access to that database.

Mark Young

I have heard that campminder does a great job, but have no direct experience with it. Personally, I use 1shopping cart for my online business

Paul Sheridan

We started using CampMinder this past off-season, and have had great success. There's a great deal more to CampMinder than just online registration, but it does that very well. In addition, it has online forms, financial tracking, medical tracking, staff tracking. It's all cloud based, so you can get it wherever you are, and their people are really easy to work with. It's worth a look, for sure.

David Schilling

hTanks Mark & Paul. I will check out campminder.

Sol Birenbaum

We love love love Campbrain! It has been the perfect marriage between online registrations and being able to maintain control over our own database.

Sarah Shaw

I 2nd Sol Birenbaum Campbrain comments. I recently changed camps and am looking to try and purchase Campbrain for my new position - I miss it so much. It is extremely user friendly and you have complete control and ease of access to change your online registration availability. Not to mention postdated payments are a breeze!!

Elizabeth Gates

We like UltraCamp

Dan Kosmo Leaver

I use CampRegister, which does a lot of the same stuff as Bunk1. I have heard a lot of awesome stuff about CampWise as well. I am happy with what we have, it works best with our situation, and is not too expensive.

Travis Allison on 2011-08-06

Free Resource: "Read This Before Our Next Meeting" ebook is available free for another couple of days at Amazon: <http://zoic.ca/mVjVXG>

You can download it to a Kindle or the Kindle app on any iPhone.

I haven't had time to read it yet but it comes highly recommended by a Camp Arowhon alumni that you might have heard of... Seth Godin.

Make your camp staff meetings effective!

Patti Thom on 2011-08-06

Hi everyone! Hope that you are all enjoying a happy and safe summer! We are looking for a nurse to cover Aug 17-28. If anyone has leads that they have turned away or know of anyone that might fit the bill for a girls camp in Algonquin Park that would be great!

Natasha Leigh on 2011-08-05

\*Who monitors the boss? // Accepting feedback & constructive criticism\*

How do those of you directing camp deal with taking feedback from your staff? Do you hire a neutral third party? Survey anonymously? How often are you seeking/accepting feedback? What happens with the results? When do changes take place?

Scott Rothschild

Great topic idea... would be a fun session at the Tri-State CAMP Conference in March - probably as an open discussion or cracker barrel.

Natasha Leigh

Thanks Scott.

Travis Allison on 2011-08-03

Help a Brother Out:

On the CampHacker podcast Andy Pritikin was talking about Liberty Lake's struggle with a neighbour who wanted to develop land behind the camp.

You can now sign a petition to let the local council know what you think of that non-sense. Imagine how it will look to them if people from all across the world sign on to the petition.

[http://signon.org/sign/stop-the-warehouse-and?source=s.tw&r;\\_by=436145](http://signon.org/sign/stop-the-warehouse-and?source=s.tw&r;_by=436145)

Paul Sheridan on 2011-07-31

Any awesome end of summer staff gift ideas? We've done coffee mugs, pocket knives, t-shirts. We're trying to think of something that people can really hold on to as a memento.

Curt Jackson



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| A framed photo of the staff  |
| Travis Allison   |
| Give 'em iPads!  |
| Lauchlin Burnett   |
| Vintage felt pennants! Throw your camp logo and year on there and staff will hold on to those for YEARS!   |
| Kristen Widenmaier   |
| I have a tiny staff. Last year I had sketches done reincarnating each of them as a superhero with a specific power. We found someone on fiverr who would do them for \$5 a piece.... Finding something to top that is tough! |
| Paul Sheridan  |
| Great ideas, guys! Thanks for the help.  |
| Brigitta Adkins  |
| we did personalized little bottles or wooden boxes with ashes from the final night campfires- along with a book of memories.   |
| Vanessa Doak   |
| Camp logo belt buckles!! We did those last year and they were amazing!   |
| Travis Allison   |
| These ideas are brilliant! I love the belt buckles and sketches.   |
| Travis Allison   |
| We have also done ashes (or raindrops) in a bottle. It used to be that eye doctors dispensed contact lens from small glass bottles - they were great. I doubt you'd find them anymore.                                       |
| Curt Jackson   |
| This year I am creating a Powerpoint presentation with a lot of photos from the summer and some popular music and burning it to DVDs for each of the staff to have.  |

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| Jen Dundas on 2011-08-02   |
| <p>Primary Question: If a staff member is on time off lasting 24 hours or longer, do you require them to leave camp property?</p> <p>Secondary Questions: If you were able to provide them with complimentary transportation to/from a large city centre, would you now require them to leave site? If they stay on site during their time off, who supervises them? Do all the usual camp regulations apply? Can they come and go as they please? Does everyone on your team take time off at the same time? Do you have different rules for different ages/roles of staff members?</p> |
| Chris Pot  |
| Our staff get an evening off (from after campfire to 1am), and an hour off, once a week during the day, and then they get Friday evening, Saturday and Sunday morning off. If they want to, we usually have some place that staff can stay over the weekend, but there are no meals provided, and little supervision except for checking in once or twice.   |
| Mike Moose Greenfield  |
| Many of my staff decide to leave for extended time off, but not all have that option. If they stay on site they are subject to all the regular rules of camp including curfew. Staff need to check in and out in case of emergency procedure, but the time is their own. Summer  |

leadership staff do have some additional privileges.

Rebecca Jess

When our staff work on site over a weekend, they are given 24 hours off at some point the following week. We provide them with a ride into town, if they want it, and a ride back to camp. They are not required to leave camp, however all regular camp rules apply to staff on time off and they are not to disrupt the regular camp schedule in any way. They are also invited to any regular camp meals and are allowed to sit with the programme staff instead of with their campers. On weekends our staff all have 24.5 hours off between Saturday at noon and Sunday at 12:30. During this time they are allowed to stay on site or leave as they wish. If they leave they have to sign out first. We have one person work in the kitchen and heat up leftovers for staff to eat at each meal. Any staff who stay overnight on site and/or eat any meal at camp are required to do a "duty" around camp, like cleaning washrooms, doing dish, mopping the lodge, etc.

Natasha Leigh on 2011-08-01

Hello Summer Camp Pros,  
I hope your mid-summer check point is everything you had dreamed for & more!

I just wanted to share a resource that I have started. With your help, I think we can have a stellar project. I don't mind maintaining it on a regular basis so it can be clean and simple to read.

Also, if you're feeling ambitious, you can use the games and ideas to form your own GAMES BOX (as mentioned by Travis Jon Allison on the CampHacker podcast, episode 19: <http://goo.gl/3Eq1P>)

Without further ado, here is the link: <http://goo.gl/f8Uyq>

Please feel free to share this link with your staff or other leaders who would find this resource helpful.

Curt Jackson on 2011-07-30

At our day camp we go fishing on Tuesdays. On Monday we tell the campers they need to bring bait, cheese or hot dogs. Every week the kids ask what kind of cheese is best. Last week one of the older campers blurted out that the stinkier the cheese, the better it is.

The next day one of our 6 year-old campers was excited to tell me that he left his string cheese in the bathroom all night and he was sure he was going to catch a fish with his stinky cheese.

Poodle Sugar Bay on 2011-07-29

Does your camp allow for counselors to keep personal pets?

Mike Moose Greenfield

we don't allow any pets on property

Melissa Joy-McGeachie Macdonald

yes, provided they are friendly and well trained

Colin Stewart

No pets for seasonal staff. Year round staff may have pets.

Travis Allison on 2011-07-27

Check it out: Jessie from Happiness is Camping for Children with Cancer sent me a link to the "Don't be like Jeff" FB profile they created to illustrate to their staff some issues with people's public perceptions on Facebook.

You can find it at:<http://www.facebook.com/pages/Jeffery-Douglas/124749604277660>

Would this work as a teaching tool for your camp staff?

Dan Kosmo Leaver on 2011-07-27

One of my goals for this summer is to work a few days in the kitchen; since I have never done it and would find the experience valuable in my Director position. So far, I'm having lots of fun today, I shoulda done this sooner.

Alexis Dean on 2011-07-27

I need some advice on salary negotiations for our senior staff team. Do you negotiate based on gross or net pay for overseas staff? Would any of you be able to volunteer whether your year-round or summer housing is provided for free or deducted from staff pay? Thanks in advance!

Colin Stewart

Housing is free. The building is standing and costs the same (excluding utilities) whether occupied or not, so I would not charge my staff to live there. Also camp salaries are rarely high and generous, so housing is a valuable perk.

Alexis Dean on 2011-07-27

Apologies for two posts in one day: does anyone in this group work for a private school or group of private schools operating a residential or day camp and or exchange programmes? If so, I'd love to speak with you to ask a few questions and share some ideas. Please send me a note :)

Michaela Chatman on 2011-07-26

How many of your campers take planes to camp? If you have any of these campers, can you tell me the name the direct mailing list that you are using to target these customers? Much appreciated.

Camp San Gabriel on 2011-07-20

Hey, good luck everyone with your summer. I need recommendation of a supplier of large tents, military type, for a new camp site in Mexico. I would appreciate your help. Good luck to all.

Scott Rothschild

Try [coloradoyurt.com](http://coloradoyurt.com)

Jen Dundas on 2011-07-24

Thinking of Norway...what awfulness for our camping kindred there.

Rebecca Jess on 2011-07-06

Tell me what your camp does for Colour Wars--we're looking to start a week of camp that involves 2-3 days of Colour Wars and we'd love to hear some great ideas from other camps as inspiration.

Chris Pot

what are colour wars?

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|---|
| Dan Kosmo Leaver  |
| ditto to Chris's comment  |
| Rebecca Jess  |
| Essentially, dividing the whole camp into colour teams and holding a variety of friendly competitions, from sports to lip-synching to outdoor living skills to relays. I'm pretty sure pretty much anything goes.   |
| Michael Patrick Obremski  |
| Ever consider an "olympix" instead of color wars? Its great for culture sharing and promoting diversity! Plus its just fun!   |
| Mark Hodgson  |
| Colour Wars can be great - managing competition is the key. We go wild for it and it brings the whole camp together and it is the highlight of the summer. One of the key drivers of our success is finding 2 older campers to act as campers, we make sure that they exemplify what we want to see from the rest of the campers and that they know it is their role to set a positive and constructive environment with the full back up of the staff. |
| Mark Hodgson  |
| if you would like help with activity ideas, or structure ideas then let me know   |
| Chris Pot   |
| We typically try to relate it to whatever the theme for that week of camp is. So this week is 'Under the Sea' week with kind of a search for atlantis idea. So the teams all make a banner with team name and a cheer on day one. And then on the other days have different challenges, which are scored and at the end of the week the team with the most points gets recognized at our closing ceremonies with all the parents present.               |
| Rebecca Jess  |
| Thanks for the ideas! Keep em coming!   |

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| Lyndsay Borschke on 2011-07-20  |
| Sound familiar?   |
| S. Preston Chuhon   |
| Lol! We need more comic strips about camp life! Nice find Lyndsay Borschke!   |
| Lyndsay Borschke  |
| You'll have to thank Howie Grossinger for that one! Maybe each camp should come up with a "camp life" cartoon this summer...thoughts? |
| S. Preston Chuhon   |
| Not sure if that's a good idea, ours might be two stick people: "Having Fun" - "Yep"  |
| Cris Higginbotham   |
| I need a copy of this strip for my office. It's very accurate!  |
| Natasha Leigh   |
| Sounds a lot like a story Dan told on a Camp Hacker podcast!  |

|                              |
|------------------------------|
| Travis Allison on 2011-07-21 |
|------------------------------|

This week's CampHacker podcast (from the Vault): Parents are People, Too.  
(<http://camphacker.org/2011/07/from-the-camphacker-vault-parents-are-people-too/>)

BTW, if you use Stitcher you can now subscribe to us there!

Dave Graham on 2011-07-20

An interesting take that can even be applied across camp.

Travis Allison on 2011-07-20

Yes, I am in this for life! Can you find me in this week's "Remember When..." photo from Camp Kintail's blog? <http://www.campkintail.ca/2011/07/remember-when-32/>  
Hint: I REALLY wanted Transitions glasses just like my Dad.

Theresa McDonald-Lee

That is great Travis - I didn't even realize that you were in the picture!

Doug Tatton on 2011-07-17

Waterfront Director needed immediately...call 1-877-511-2267 or 1-613-200-2770...Our WF Director failed his resert yesterday and a guard just called in too sick to work this week...urgent need for tomorrow.

Lyndsay Borschke on 2011-07-15

News from Ontario Camps Association <http://conta.cc/qXqGI9> via #constantcontact

Ephraim Shapiro on 2011-07-15

this is fun...anyone have advice on setting a march formation - like a marching band drill?

Jeff Johnson on 2011-07-08

16' Yurtco.com "Yurt" for sale. Need extra space for campers or staff? Contact for details. Located in Caledon, ON.

Travis Allison

How much?

Jeff Johnson

Best offer. We have \$8000 into it, but it's 7-8 years old and not used anymore. Would love to see it used elsewhere.

Colin Stewart

We need extra indoor space. Camp for kids in poverty. \$3000?

Jeff Johnson

Colin you can contact me at [smcjeff@gmail.com](mailto:smcjeff@gmail.com) to discuss. Thanks

Jeff Johnson

Yurt Sold

Dan Kosmo Leaver on 2011-07-10

What was the most exciting part of your first week of camp this summer?

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|---|
| Kristen Widenmaier  |
| Having a pudding war, and then giving a 4 year old a bath in the kitchen sink!  |
| April Keighan   |
| Having no power/running water for the whole camp!   |
| Alexis Dean   |
| 40 degrees Celsius temperatures.  |
| Dan Kosmo Leaver  |
| Tornado's touching in the local area, no power or running water, AND a board meeting all at the same time. I love my job!   |
| Colin Stewart   |
| You scheduled a Board meeting in week 1 of camp? Most exciting moment for me was watch the staff put their training to use with the campers and not always succeeding, but then asking for help.  |
| Dan Konigsberg  |
| watching photo pages on CampMinder's summer service photo system load in under 300 milliseconds, despite being pounded by tens of thousands of camp families! :)  |
| April Keighan   |
| leaver, did you still run your camp!?   |
| Dan Kosmo Leaver  |
| The board meets every first Thursday of the month. Yes we did run the camp. We did everything in the main hall (which has a basement) until the warning was lifted. No power and no running water is not hard to deal with; Tornados... That was a first.<br><br>I want to echo Colin Stewart's moment. This summer was one of the better first weeks of camps I've seen. Very pleased with the group of staff we have. |
| April Keighan   |
| How did you deal with dishes? We strained, boiled and bleached lake water   |
| Dan Kosmo Leaver  |
| Waited until the power was back on.   |

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| Ephraim Shapiro on 2011-07-07  |
| Does anyone have a greenhouse at their camp? we are researching options and I am curious for some practical advice from anyone who might have some experience  |
| Dani Shaw  |
| It's not camp specifically but I work with this group on some local children in nature initiatives <a href="http://www.realschoolgardens.org/">http://www.realschoolgardens.org/</a> . They may have information you need. Also, I did an advanced search for activities on ACA's Find A Camp tool and found over 200 ACA accredited camps that offer farming/ranching/gardening: <a href="http://find.acacamps.org/finding_a_camp.php">http://find.acacamps.org/finding_a_camp.php</a> . You could narrow the search even more for your criteria and network with those camp directors. |
| Ephraim Shapiro  |
| Thank you  |

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| Ange Atkinson   |
| Please let me know if you find out anything! I'm researching this too. Thanks!  |
| Ephraim Shapiro   |
| trying to figure this out...  |
| Brigitta Adkins   |
| check with Camp Alexander Mack in Milford, IN and also CYO Camp Rancho Framasa in Nashville, IN... I think they might have greenhouses.   |
| Chris Pot   |
| Tim Hortons Onondaga Camp in St. George, Ontario, Canada has one that they put to good use.   |
| Donald Enger  |
| We just installed one prior to camp this summer. Thankfully we received a local grant to help put it in and with some composting bins!  |
| Ephraim Shapiro   |
| built to last? needs a foundation? electric? will it withstand the winter? wind or weight of snow?  |
| Donald Enger  |
| we chose not to install a foundation and just have the ground on it, right now we are just running a hose to it but have thoughts of installing a waterline, it is built to withstand wind and snow, it just lasted through a windstorm of 80mph winds! |
| Ephraim Shapiro   |
| wow. how big is it? which company did you get it from?  |

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| Michaela Chatman on 2011-07-14   |
| Did you tell your parents that they could write off summer camp expenses if their child is under 13? |

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| Theresa McDonald-Lee on 2011-07-13  |
| We are just working on surveys for parents after their kids come home from camp. Does anyone have any great forms they could share?   |
| Alexis Dean   |
| ditto! I'm working on our survey monkey survey and I know it's a bit late to ask but I could really use a sample. Please feel free to contact me via fbook or at: kscamp@knightsbridgeschools.com |

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| Sol Birenbaum on 2011-07-11   |
| Does anyone know what my Associate Director is talking about when he says "We need a MOON BALL"? I hope you are all well! |
| Ephraim Shapiro   |
| a medicine ball? a disco globe?   |
| Lyndsay Borschke  |
| Is it this? <a href="http://gigaball.net/zorb/DETAILS/INDEX.HTM">http://gigaball.net/zorb/DETAILS/INDEX.HTM</a>           |
| Coel Balmer   |

We used to have what we called a moon ball at Belwood. It was a large ball that looked a lot like a balance ball that you see everywhere but a lot bigger, maybe 5' across. I can tell you that it was the reason for a lot of injuries and I haven't seen one since.

Kevin French

An accident waiting to happen, that's what I call a moon ball. Check out flaghouse's airlite stuff Sol. It's pretty fun stuff.

Matt Buczek

I remember playing spud with one when I was young and foolish!

Travis Allison on 2011-07-12

Great sunscreen infographic to post for your staff/in health centre:<http://www.informationisbeautiful.net/2011/the-sunscreen-smokescreen/>

Nathan Scott Brant on 2011-07-11

Extra Staff this Summer? We need them.

If you're in the northeast, and you hired a few more staff than you need, we could use them at the South Mountain YMCA Camps. In particular, the week of July 17th and the week of July 24th, we could use approximately 6 young men and women.

Don't lay them off, send them to us for a couple of weeks! Call Sue Williams at 610-670-2267. We're in eastern PA. check our website out at [www.smymca.org](http://www.smymca.org).

S. Preston Chuhon on 2011-07-04

I was using Instagram (iphone app) all weekend at our "MAN camp" and the the comments were very positive. Fans of our camp were able to see events happen in real time. Worked great! Totally recommend it!

(Check it out at <http://facebook.com/campdouglas>)

Travis Allison

That's awesome - you got a comment or a Like on every shot!

Travis Allison on 2011-07-04

Are you feeling caught up now? Settled in for another summer? We are looking for a guest host or two for tomorrow's CampHacker podcast at 2:00 Eastern (or maybe 3:30... depending on a couple of things).

The topic will be staff evaluations and how to make that the best possible experience for all involved.

Please message me if you are interested.

Aaron Shaughnessy on 2011-07-04

Once again camp begins for another glorious 9 weeks! Good luck everyone!

Dan Kosmo Leaver on 2011-06-23

Hey friends. I am interviewing a summer caretaker Thursday evening. We use to have a full time year round but made some changes in personnel in the fall.

Do you folks have suggestions on good types of questions for a caretaker?



Travis Allison

I would ask him/her how they plan on making local contacts asap. I think community connections are essential for a good caretaker.  
Secondly, I would focus on scenario questions that assess their problem solving skills.  
3rd: ask questions to see how they will work to fit in to camp.

On positions like maintenance and kitchen I believe it is more important that they are camp-people who are willing to learn the job than it is that they come in with all the right skills.

Ephraim Shapiro

they must not be afraid of skunks, poop and nasty neighbors

Matt Buczek

I beleive its essential that a caretaker be aware of camp programs, the impact of his or her job on the program and how his or her job is to suipport the programs

Travis Allison on 2011-06-29

We always end our meals with a cheer or chant at Cairn's Glen Mhor programme. When I was shooting the staff portraits this week at Bill Stevens' Camp Big Canoe this week I recorded their Lion Face/Lemon Face ender. I love it!

What do you do to end your meals together?

Michaela Chatman

That's cool! Since we are in Japan we say, "Gochisousama deshita!" Pronunciation Go-chi-so-sama-desh-ta! (Thank you for this meal.)

Travis Allison

Michaela Chatman: I'd love to see a video of that - nice and slow so we could teach it to kids here.

Michaela Chatman

Okay...I will see what I can do.

Jed Buck

What are they saying in the last 2 lines? Hard to make out in the video.

Travis Allison

Use your power...

For Good!

S. Preston Chuhon

Awesome...I remember that from Jay And Silent Bob Strike Back.

Ephraim Shapiro

Funny, our HC has an "ooh! ahh!" shtick he does in the dining room on a regular basis when he needs quiet at the end of meals for announcements, this is a very cute twist.

Ephraim Shapiro on 2011-07-03

anyone else out there in the "special needs" camping biz?

Ephraim Shapiro

looking to exchange ideas with others...i work at camp simcha for children with cancer and other illnesses.

Carinna Pellett on 2011-06-20

Looking for a Day Camp Director!

We have a day camp that has started on a new site in Mount Albert, Ontario; and our director has moved on - as of yesterday!

Does anybody have suggestions of where to look for a potential director? It is a full-time, year-round job; but it is also possibly a seasonal position for this summer if needed.

The camp name is Adventure Camp, through York Professional Care & Education. [www.ypce.com](http://www.ypce.com)  
[www.summeradventurecamp.ca](http://www.summeradventurecamp.ca)

Travis Allison

Corinna: I have someone who is interested if you could send me some more information.

Carinna Pellett

please email pat henry, our executive director [pat@ypce.com](mailto:pat@ypce.com)

Carinna Pellett

she has all the details; Thanks so much for your help!

Ephraim Shapiro on 2011-06-20

would anyone happen to know a good source for fencing gear? (maybe used or from a college?) we are considering a fencing workshop for a teen group and don't have alot of money to spend on brand new gear. any ideas?

Mark Young

I would recommend the following [http://www.zivkovic.com/item.jsp?web\\_id=610](http://www.zivkovic.com/item.jsp?web_id=610) The colors, buzzers, and easy operation makes it a great program for kids

Ephraim Shapiro

Thanks ,we actually looked at that one...dont think the set includes the gloves... anyone have any other ideas/suggestions? we don't have alot of money to spend.

Mark Young

With the plastic foils you really don't need gloves, unless you are teaching saber with them.

Vanessa Doak on 2011-06-16

Hey all! Hope you're enjoying your camping season so far:) I just wanted to ask what you guys and gals do for staff welcome packages?

We include the usuals: Staff manual, sharpie, masking tape, pen, notebook, staff t-shirt and name tag.....but what are some little fun and quirky items to add? Looking forward to hearing your thoughts:)

April Keighan

I've done snacks, flashlights, things to keep kids busy during cabin time: games, cards, play doh, glow sticks. This year we're making up craft bins for each cabin group

Travis Allison

Hey Vanessa Marcotte, We talked through a bunch of ideas on @CampHacker #9 - Welcome to Staff - <http://camphacker.org/2011/02/camphacker-9-welcome-to-our-staff/>

Mike Moose Greenfield

I usually include candy or chocolate and am considering sample sizes of bug spray & sun block this year

Alexis Dean

A list of essential phrases in the local language and a map (or you could do local lingo, or camp slang for locations on your site map for all newcomers)

Joe Richards

put in a baby soother... just to keep them wondering...

Vanessa Doak

Thanks guys!!! I'll be using all of those!! :)

Ephraim Shapiro

hand sanitizer, cheap sneaker laces,

Travis Allison

Laces? That's brilliant.

Ephraim Shapiro

for several years we've had a surplus of these funky neon sneaker laces - you'd be surprised how handy they've been. They not only function as supplementals for shoes but they are keychains, they help for holding on to eyeglasses while boating...

Nancy A. Shenker on 2011-06-21

Make sure your newsletters don't put parents to sleep! <http://bit.ly/canadacampse-mail>

Patti Thom on 2011-06-14

We are looking for a supplier for our tuck shop for the Huntsville, Algonquin Park area. We are looking for candy-nut free but not chocolate. Natinal Grocers is no longer in Huntsville. Any leads would be appreciated. Food service companies (sysco, GFS etc) seem to only carry chocolate bars

Patrick Birnie

Hi Patti, Try SKOR Food services. We use them for tuck. They have a decent supply of nut free confectionary.

Scott Rothschild

try <http://www.divvies.com/> - i believe they supply camps - tell them Scott at the Tri-State CAMP Conference sent ya!

Kirsten Verity

Hey Patti, I used the Great Canadian Wholesale Club in Barrie, who have a good selection of both chocolate and other candies, nut free  
[http://www.wholesaleclub.ca/LCLOnline/store\\_details\\_landing\\_page.jsp?storeId=542](http://www.wholesaleclub.ca/LCLOnline/store_details_landing_page.jsp?storeId=542)

Mike Moose Greenfield

Hi Patti, the local contact for SKOR is David Gauweiler and his email is [david.gauweiler@skorfoodgroup.com](mailto:david.gauweiler@skorfoodgroup.com). You can also try Old Time Confection in Barrie and they will sometimes deliver to Muskoka. I used to deal with Stewart's Wholesale in Barrie as a third option

Jen Dundas

Hey Patti,

Jen Dundas

I've had great luck with Courtney's Confectionary who are also Complete Purchasing members. They have a sales rep in the Huntsville area so I think you'd be covered.

Sol Birenbaum on 2011-06-09

Hi all! Bragging rights go to the LOWEST bidder! Who knows the least expensive way/place to order Epipens in Ontario, Canada? Full 18 month expiry dates preferred!

Dave Graham

I just ordered 35..... maybe we should pool our order and push for a steep discount.

Sol Birenbaum

I need 40! What's your price? We can get JFM to pick them up? Anyone else in the market for epipens? What price have you heard Dave Graham. I think i can get \$98 at the local pharmacy - EXPENSIVE... and I don't like this new 18 month policy...

Dave Graham

99.50 and don't know expiry dates. We used to order twinjects but they are on indefinite backorder due to a spring issue with the second injector... could we get a doctor to order them for us to avoid all these middle men?

Dave Graham

anyone know the OCA president! this is a crisis of pricing!

Beth Allison

We used to order 1 twinject per tripping first aid kit and then get epinephrine and syringes from our pharmacy. Our nurse would then mark the appropriate dose on the syringes with tape so the tripper could easily fill the syringes in an emergency. Only drawback, person administering must have at least WFA. A much cheaper solution if you have the qualified staff.

Camp Awakening

Count us in if you pool your order. We don't need the quantities you do though...

Sol Birenbaum

Hi all! I am reporting back! All the best prices seem to be around the \$95. We will be purchasing from Lorraine's Pharmacy in Barry's Bay. They are assuring us that the expiry dates will be beyond the summer of 2012...

Travis Allison on 2011-05-24

I shot the @CairnCamps staff portraits again this year. Professional #summercamp staff headshots say to parents that you are serious about the care you give their children.

Have you ever had pictures taken of your staff?

Ephraim Shapiro

we photograph every counselor/waiter/lifeguard during staff orientation when they come in for their requisite head/lice check, its very efficient and helps to learn everyone's names

Travis Allison

Good call, Ephraim. Then the photographer's not afraid to fix their hair, too!

Mike Balsamo on 2011-06-14

Community Day Camp in New York City is looking for additional members to our Camp Medical Team. RN/LPN preferred, but EMTs, Nursing Students or others with experience in a camp medical setting also welcome. Apply online at [communitydaycamp.com](http://communitydaycamp.com), email [jobs@communitydaycamp.com](mailto:jobs@communitydaycamp.com) or call us at 877-601-CAMP!

Russell Marston on 2011-06-11

Camp Hurontario is looking for an experienced, dynamic young person to run our High Ropes/Rock-climbing area. Thanks for emailing us at [hurontario@sympatico.ca](mailto:hurontario@sympatico.ca)!

Patti Thom

check the OCA job board there are some with ropes experience on there

Dan Kosmo Leaver on 2011-06-14

OK. So, here's the deal. I don't have a lifeguard and I do not know where to strategically find one for camp. any suggestions? ideas or even candidates, Kasota East Camp, Sylvan Lake, AB, Canada.

April Keighan

We had the same problem last year and actually found ours on kijiji

Patti Thom

There are actually a couple of people on the onatrio camps association job postings board :)

Mark Hodgson on 2011-06-10

Hi guys, does anyone know someone that would make a great staff coordinator for a great camp in MN? Have a look at the ACA listing above, check out the listing for Camp Lincoln and Camp Lake Hubert MN

Sarah Nelles on 2011-06-10

Camp Ooch (Muskoka) is in real need of a ropes instructor! Thanks for spreading the word [www.ooch.org](http://www.ooch.org)

Mercede Rogers on 2011-06-09

WANTED: Canoeing Instructor  
Camp Wapomeo, The Taylor Statten Camps  
Algonquin Park, Ontario  
June 19th - Aug 26th

Lyndsay Borschke

I'll teach on Saturdays:)

Mark Young on 2011-06-09

Well if this doesn't beat all. That state says go ahead and have a camp activity. But if anybody gets hurt, they will close the camp. Got to love it, tag illegal in New York, and mountain boards will close your camp in Col.

Jennifer H. Selke on 2011-06-09

another camp director just asked me this and I don't think there is but wanted to check:

Does anyone know if there was a way to delete and/or hide Facebook group updates in a news feed. Or if there was a way to not publish group updates within the group. For example, if one member made another member an administrator, how could I keep from having that be a wall post on the news feed? As an administrator, you can delete wall posts, but not group updates (they are shaded gray and have no "X" on the right side of the post).

Travis Allison

Hey Jenn, I'm not too sure what you are asking. Maybe we could have a Skype chat about it and I can look into it for you.

Claudie C

Hi Jennifer, you can change you setting for this group by clicking on the button "Change the Setting" that is at the top right corner next to "Search this group". Hope this help !

Travis Allison on 2011-06-09

RE: Job posts

Hi everybody,

A member just messaged me with a great idea:

When you are posting job listings please include the name of your camp and your location. That will help everyone help you find the right people.

Thanks for everything that you are doing for the camp community!

Travis

Lyndsay Borschke on 2011-06-09

Tonight's the night! Who's coming???? <http://www.facebook.com/event.php?eid=180976215271617>

Andrew Kilmer on 2011-06-08

Hoping to update and improve our Camp Stage for our plays - does anyone know where to purchase curtains?

Scott Rothschild

[http://www.rosebrand.com/fabric-stage-curtains-backdrops/custom-stage-curtains-backdrop  
s.aspx](http://www.rosebrand.com/fabric-stage-curtains-backdrops/custom-stage-curtains-backdrops.aspx)

Craig Hartley

we use Jack Frost, <http://www.jfrost.com/>

Travis Allison on 2011-06-08

Ouareau is looking for a couple of kitchen staff. Know a young woman who would love a bilingual (French and English) camp experience?  
[http://www.ontariocamps.ca/job\\_board/id/1695](http://www.ontariocamps.ca/job_board/id/1695)

Mickey Black on 2011-06-08

Would like to join camp pros FACEBOOK group

Mickey Black  
Pine Forest Camp, Camp Timber Tops, Lake Owego Camp  
Thanks!!!!

Travis Allison

Welcome Mickey!

Gene Devlin on 2011-05-31

sorry for asking two questions in one day, but just gott'a ask. Do folks offer an early bird discount to new families or just returning. Thanks!

Mike Balsamo

We offer to both.

Marie Tubby

We offer to both.

Mike Moose Greenfield

both

Poodle Sugar Bay

We also offer both :)

Mickey Black

Both, as long as it's before the early bird deadline

Colin Stewart

So...both then?

Grego Dow

both!

Gene Devlin

Okay, both seems to be the answer. But my other question is, is the early bird amount that you offer the same for both your new and vet. families?

Mike Balsamo

yes

Jed Buck

We offer same EB Rate, but seperatly offer returning famlies a "returning family discount", but only if they sign up early.

Poodle Sugar Bay

We would give a past camper discount, early bird special AND a refer a friend special to the same child on the same camp if anyone ever put in that much effort... :)

Mark Hodgson on 2011-06-05

Just arrived at camp - staff training is in full flow and I wonder which single message you would make most clear to new staff?

Matt Buczek

They have the power to influence children this summer....be a positive influence.

Dan Richards

You never know what moment will be a life changing moment for a camper. Make it so that every moment has the potential to be a life changing moment.

Grego Dow

Even machines can burn out when they go non-stop...if you're not getting your sleep you're going to burn out before you reach the end of the summer!

Sheri Pacitto

Connect, connect, connect

Mercedee Rogers

We have a theme for each staff training that our program directors decide on...this year its: "Attitude is everything"

Michael Patrick Obremski

You won't impact EVERY single child you meet so don't get frustrated that you're not clicking immediately. You might impact 1, you might impact all but as Matt said, you're influencing their lives either way.

Jarvis Strong on 2011-06-07

KOOB -- Does anyone know of a Canadian supplier? Dave Graham of Kandalore is no longer distributing and ALIVE Outdoors is trying to avoid ordering from the American website. Thanks!

Joe Richards

I know that Lee Valley use to sell it - but it looks like they don't. Here are instructions to make your own set:

<http://www.dyers.org/blog/archives/2007/09/10/make-your-own-kubb-set-for-dirt-cheap/>

Dan Kosmo Leaver on 2011-06-07

Just got me an iPhone this weekend; what are your top 3 apps you use to help you in the summer for camp? And if you want top 3 personal apps...

Dan Kosmo Leaver

so far my fav, for personal, is the Geocaching App. makes it much easier for me to find a cache near by much quicker and spur of the moment.

Colin Stewart

The Facebook one, naturally.

Travis Allison

Tools I use everyday: SimpleNote (paired with Notational Velocity on my Mac), Hootesuite, Things, iXpensis, MotionX GPSTDrive, Instagram, Reeder

Travis Allison

(sorry... you said THREE... not a bunch. I just get excited)

S. Preston Chuhon

Evernote is the #1 app/software I use for keeping life organized- can't live without it. Instagram is great for sharing image on the spot. That's two (I have trouble counting past



that).

Mark Young on 2011-06-06

this a great first attempt by a camp to make a PR video check it out <http://youtu.be/fluSKhROBzI>

Travis Allison on 2011-06-06

Great blog write up on Frost Valley Y's Farm Camp (home to group members Dan Weir, @Kam, and others). Super Bonus: great photos! <http://www.larsonharley.com/2011/05/cat-skills/>

Travis Allison on 2011-06-04

Any one have any suggestions for iPad apps for a camp director? What will you be using during the summer?

Lyndsay Borschke on 2011-06-03

Camp Ooch is having a BBQ fundraiser today! It's at the LCBO on Queen's Quay!  
<http://www.ooch.org/document.doc?id=281>

Lyndsay Borschke on 2011-06-02

<http://www.facebook.com/event.php?eid=180976215271617>

June 9th! Evergreen Brickworks! Be there!

Rebecca Jess on 2011-05-31

Hey Ontarians! We're hoping to send one of our staff to get her Wilderness First Aid at OCA Skills this weekend but they need 5 more people before they can run it. Do any of your staff need their WFA? Register with the OCA!

Megan Graham

you could send them to AB and learn with ACA folks ;)

Rebecca Jess

Sigh. Not in the budget this year...

Cam Rowlands on 2011-05-30

Quick question for you all: We are trying to give our counsellors the tools to appropriately deal with some sensitive situations around homosexuality. Does anyone have any resources for approaching homophobia, sexual curiosity from campers, or supporting homophobic campers? Thanks in advance!

Natasha Leigh

- 1) GLSEN.org is a fantastic resource (<http://www.facebook.com/GLSEN>) They have a section on their website for Educators (which can be applicable to camp).
- 2) The Trevor Project (dealing with bullying)
- 3) GLAAD (<http://www.facebook.com/GLAAD>)
- 4) It Gets Better Project (<http://www.facebook.com/itgetsbetterproject>)
- 5) LGBT Youth Line ([youthline.ca](http://youthline.ca))
- 6) Ten Oaks Project & Project Acorn is an organization (and summer camp) for LGBTQ youth (<http://www.tenoaksproject.org/>)

As a camp, it will be very important to reflect on your current policies and procedures (staff manual, camping community, etc).

Perhaps look at reviewing the language you are using in your camp's literature/registration package (i.e., "Mother/Father" vs. "Parent 1/Parent 2" vs "Parent Guardian")

Cam Rowlands

Thanks Natasha. I should note that I made a small error in my post and the last sentence should read "supporting homosexual campers.."

Natasha Leigh

one more thing...

Many universities have LGBTQ safe spaces/clubs/organizations on campus. These centres will have plenty of literature/resources available (and will be more than happy to help out).

Please feel free to send me a message if you would like more help with this.

Natasha Leigh

@ Cam Rowlands: I think that "supporting homophobic campers" is just as important...meaning providing campers who are not experienced/comfortable/unaware with 'teachable moments'

I am happy to see that you are making efforts to make LGBTQ campers, staff, and families feel supported by you & your camp.

Megan Graham

My theory is to teach by experience. Have a camper situational mock up of some bullying or someone coming out - then discuss how the different parties felt or how the kids may react in real life. You can also discuss better approaches. Talking about things directly will usually bring out a lot of thoughts as opposed to piling on information (a good mix is the best bet). Also, If your staff make the effort to simply be non-biased to EVERYONE (race, gender, orientation) then you're not singling anyone out - which is also good for questioning kids to just be themselves!

Megan Graham

also a note on the trevor project - it is most specifically targeted to LGBTQ teenagers who are hurting and being bullied. I found that it is not very useful when trying to teach leaders. Its mostly a morale booster for those teens that need it and there are a LOT of videos from various celebrities so sifting through decent ones to show can be time-consuming as well.

Vanessa Doak

Great work Cam!! Looking for new and up to date resources in this area was on my pre-summer to do list! I'm going to order the Safe Space Kit - sounds great!!  
With our LITs I discuss an article called "The Heterosexual Questionnaire" which tends to open the eyes of the "unknown" and the biases and prejudgements that go along with that. Take a look at this link  
<http://ezinearticles.com/?The-Heterosexuality-Questionnaire&id;=2363564>  
Let me know if you find any other resources.  
Hope you're well!!

Vanessa Doak

You can also find the article if you just google "The Heterosexual Questionnaire" and search around for the original. - This article was derived from the article called "White

Privledge: Unpacking the Invisible Knapsack" by Peggy McIntosh which is also an AMAZINGLY eye opening read! I use this one as well when discussion oppression etc. with my LITs.....

Cam Rowlands

That is really good stuff. Thanks Vanessa!

Vanessa Doak

Anytime!! This area is where I'm most passionate as I know the opportunities we have in educating and bring more awareness to campers/leaders are endless!!

Jason Sebell on 2011-05-31

My camp is interested in creating a community service component to our residential camp program. We were wondering what activities/projects other camps have established in their communities?

Dani Shaw

<http://www.acacamps.org/making-a-difference> look at the View Planned Service Projects link.

Jason Sebell

Thanks, Dani. I guess I should have been more specific, since you absolutely answered the question that I posted. Does anyone have any potential projects not listed on the ACA website? Thanks!

Natasha Leigh

When I ran the Outdoor Education Centre at Glen Mhor (now Cairn), I contacted a local nursing home to arrange a choir visit. Our staff prepared ~ 15/20 camp songs to preform for their residents. What a success!

May I suggest contacting Rebecca Jess or Chantal Jackson at @Cairn. Last summer they ran a "Pay It Forward" camp for teens. They did incredible work in and around the camp (i.e., highway clean up, dusting shelves at the local public library, and many different projects around the camp grounds).

Gene Devlin on 2011-05-31

We are talking about buying a list for a direct mail effort but have no experience with buying lists. Have any other camps ever tried buying lists and if so how did it work and who did you use? Thanks for your thoughts!

April Keighan on 2011-05-31

With a month left until camp, our Outdoor Education person has dropped out! Anyone that may have overflow candidates that may want to work in lovely Alberta, Canada, please send them my way! :)

Michaela Chatman on 2011-05-30

Hello Camp Professionals! In Japan most of the kids don't get out until the end of July. So we start later than most of you. I was just wondering about pay. I was meeting with the owner of a campsite and he said to pay teachers 100.00 a day. Our camp is only 3 days. The counselors will be with the kids from 12-8 on the first day. From 8AM-8PM on the second and from 8-AM-2PM on the last day. Is that a reasonable salary? Thank you!

Jennifer H. Selke on 2011-05-29

Thanks to Travis who found a typo - here is my article re-posted. I have a crowdsourcing theory of editing. :) <http://thecampdirector.com/2011/05/28/building-staff-relationships-at-summer-camp-lessons-from-mashable-connect-2011/>

Leigh Coffey on 2011-05-28

Two Senior Staff positions have recently opened up at RKY Camp (Parham, Ontario - [www.summertimecamp.on.ca](http://www.summertimecamp.on.ca)) - we are looking for a Program Director and a Reach for the Rainbow (integration) Coordinator... the positions have been posted on the Ontario Camp Association website... if anyone knows of anyone interested please ask them to send resume and cover letter to [rkycamp@kingston.net](mailto:rkycamp@kingston.net) THANK YOU!!

Travis Allison on 2011-05-28

Congratulations to Camp Oochigeas on the opening of their new downtown Toronto campus!

Gene Devlin on 2011-05-03

Hi folks! We are running our first family camp this summer and enrollment is a bit slow, so we were thinking of putting out some discount incentives. Do any other camps offer incentives to family camp families, like alumni or referral discounts? Any feedback or thoughts would be greatly appreciated? Thanks!

Nicolas P. Martinez

This will be our third season running spring and fall family camps. We do not offer any discounts although we do offer financial assistance. What is it that you are charging per person or family and what is included as far as activities and meals and lodging? Where and to who have you been marketing to?

Gene Devlin

We are marketing to both public and alumni. We are charging about \$2400 to \$3600 for a family of 4. We have all the traditional camp activities. Are you full?

Poodle Sugar Bay

We do an early booking reward as well as a refer a friend offer. If you refer one other family, one person from your family gets half price :)

Mercede Rogers

Do you run a children's camp as well? You could offer a discount if the child attends the summer program and the family attends the family camp? Or do a promo with an early bird special?

Michaela Chatman

Wow Poodle, that's interesting! Half-price? Does that hurt your bottom line?

Sheri Pacitto

I would only give a discount if they bring another family to camp with them.

Poodle Sugar Bay

We only cater to children and have a 90% return rate, so offering half price for a new introduction doesn't hurt us in any way... we get it returned ten-fold! :)

Craig Hartley on 2011-05-26

Hi Everyone!

We are setting up a youtube resource page for our staff, with videos that they can watch before camp to give them some pre-training in things such as ADHD, Hygiene (sneezing in your sleeve), sun safety etc. Does anyone know of any clips that I should add?

Randall Grayson

Here are a few: <http://campaugusta.org/Partnering/Other/Video/video.html>. We use several more as well, but this is a healthy start! We also have folks watch samples of various points in the day, and other preparations.

Kristen Widenmaier

Might sound silly... but we've used clips of Nanny 911 as examples of how to give young campers a time out without being mean.

Craig Hartley

<http://www.youtube.com/watch?v=TTcL7u05aUU>

Paul Sheridan on 2011-05-26

I thought folks might appreciate this podcast. It's great that bullying has gotten more attention over the last few years. One of the downsides is it that massive awareness campaigns find very little room for subtlety. Bullying, in my experience, is often complicated. Unfortunately, the national conversation tends to simplify things.

This podcast highlights a tragic situation, but one where, apparently, there was more nuance than was reported in the national press.

As Camp people, we're in a rare situation - we can often delve into these nuanced relationships. As summer approaches, I hope we all do.

Paul Sheridan

The link will take you to a list of Slate podcasts. Right now it's the one at the top, but for future reference, it's the 5/26 episode, "Talking to Flannery Mullins"

Carinna Pellett on 2011-05-25

Here is the registration form for Jim Cain's Workshop

Carinna Pellett on 2011-05-25

On Saturday, June 11th, join us for a teambuilding workshop with Jim Cain, teambuilding guru and author of 6 best selling team and community building books!

This is a great day for your senior staff, CIT directors, and counsellors.

Contact me at [director@hiddenbay.ca](mailto:director@hiddenbay.ca) for more info!

Craig Hartley on 2011-05-25

I have found this page useful. Good info on allergies and supplies  
<https://www.facebook.com/home.php#!/OnespotAllergy>

Alexis Dean on 2011-05-14

We're considering using camp names, what are the positives/ negatives of using camp names at your camps?

Travis Allison

When I started as a camper and counsellor our camp didn't have camp names but, later, I worked at a different place WITH camp names.

It really bugged me that the camp put a perceived barrier between the staff and the campers by not telling campers the staff's real names. When I asked our director (Lumpy) why we had camp names he gave me a great answer that changed my opinion forever.

He said: camp names are a sign to everyone that this place is special. It's part of the magic of camp, that this place is separate from the mundane world.

I am now a huge believer in camp names.

Beth Allison

The camp we used to run has had a tradition of camp names since the 1930's. And no one is ever allowed to have a name that once belonged to someone else so...every camp name is unique and special. The names always had to be appropriate and reflected something positive about the person, his or her character or skill set. Whether people received their camp name as an LIT or as a first year staff member, it was seen as a right of passage. People could not wait to get THEIR camp name.

Beth Allison

We also always had our staff members introduce themselves to parents on opening days using their given names and explaining what people call them at camp. This way, parents understood we were camping professionals who just happened to value camp magic!

Curt Jackson

I agree with Travis and Beth. I love using camp names and so do the campers. In fact, I have a post of 350 camp names that I share with new staff to get them thinking about what they want their names to be.

<http://summercampprogramdirector.com/over-350-camp-names/>

The one thing I have found that can be challenging is when an employer calls for a reference check. For example, let's say you had a counselor you know as Flash work there two summers ago and a company calls for a reference on Dan Stevens. Who? I don't remember a Dan Stevens. - Just make sure that you add the camp name to their personnel file. This scenario has happened to me more than once.

Alexis Dean

Thanks for the feedback!

Natasha Leigh

Just like Topaz (Beth Allison) said, I could not wait to get MY camp name.

I love my camp name, it's part of who I am, & certainly reflects my experiences and memories from Glen Mhor.

Mike Moose Greenfield

I've had my camp name (Moose) since I was 16 and it is part of my identity. Our staff look with great anticipation to each year's naming ceremony. I keep a veto option in case things

start to get out of hand like the year the guys wanted to name a girl "beef".

Alexis Dean

How do your naming ceremonies work and who decides on camp names? Do staff choose their own? All of our staff are new and none of us know each other, I was thinking about waiting until after staff training and our staff out trip and hopefully some camp names might come out of that experience...

Mike Moose Greenfield

We do ours the fifth day of staff training week so that we have had time to see each person work, play and interact with others. We also have some stories from them about who they are and what they have done. The program director leads it as we go around the circle to each person that needs a name. Stories are told and suggestions made. Staff vote and the most popular one is it unless the staff member is really opposed. If staff have come from another camp then they can use that camp name. If you have your senior staff in a head of the summer you could knock off a few as a start.

Grego Dow

We have a naming ceremony where the return staff have voting rights on all new staff members names. Similar to Mike, our ceremony is on the last night of training week and we have the new staff come forward one person at a time. Names are suggested and written on a chalk board. The individual has one veto from the list (and the director reserves right to any number of veto's to remove inappropriate names etc) and then a vote is done until one name has been chosen and the individual agrees to it.

Grego Dow

It is like a right of passage for our staff, a sign of becoming a part of the community. All our names are recorded in a book of names and no repeats are allowed. So like others, you are a unique part of the camp community.

Mark Young

I have two takes on this. Okay make it three. First It is something unique. I was at a camp before the camp names. That group is still a tight group of friends, and the campers knew who every one was. One of the biggest negatives (yes this is an old man talking) is how it sets the tone for camp. We want the campers to be in this great trusting environment, and the first thing we do is we lie to them. "Hi, my name is big dog". You just started off with a lie. That is a great trusting society we are building when we don't even give your name out. Perhaps the better way is to say, "Hi, my name is Mark, but at camp you can call me Big Dog" you get the idea. The last down side is the off season. We all get the call in the middle of winter from some HR department wanting to do a back ground check on Joseph Campbell, and you are think, "Who the hell is Joseph Campbell?" Oh you mean slim Jim. That's my take

Grego Dow

I know all my staff by both names. Part of developing the rapport with your staff is knowing them inside and out of camp. But granted I have 35 staff per summer. So for those with very large staff it's inevitable that even if you did not use camp names that someone is going to call you about Jodie Blank and you'll think Jodie who??? Camp names or not, you'll be called about someone you don't remember. And let's say you have three Pauls one summer...hopefully you give the right reference for the right one.

Now if you go about trying to convince your campers that your camp name IS in fact your real name, then you're lying, but if the culture of the camp is that the staff (and this can be for protective purposes) have camp names that all the kids know and understand as not

their real name but a fun part of camp, I see no harm in it at all. It adds to the magic of camp!

I grew up with camp names at the camps I attended and never felt lied to...I rather saw my counselors as someone really special and frankly if they were Jim and Bob...I'd probably have forgotten them long ago...But back in 1987 my first counselors were Buzz and Shutter...and I still remember them and have since reconnected with one. I still feel a little twinge of awe when I think of them. haha

David Sherry

I worry about 20 years from now when you are trying to find them for an alumni event or campaign. How are you going to track down Big Dog.

Grego Dow

Well if your camp is tracking their staff properly and keeping proper records, it won't matter what their camp name was because you will track down alumni the same way non-camp name camps track down their alumni. And thanks to social media like facebook tracking down people from the past is much easier than ever.

Mike Moose Greenfield

I'm with Grego on this. I even have several alumni who have turned their camp names into businesses and social media makes it much easier than it was 10 years ago.

Curt Jackson

Simply add their camp name to their personnel file. Then when someone calls for a reference or you need to contact someone, you know who it is. Camp names are one of those little things that help make camp so special (IMHO).

Adam Bell on 2011-05-25

Jim Cain has posted a new Raccoon Circles document on his website. A lot of the classics are included.

Michaela Chatman on 2011-05-24

In case you missed this, FREE webinar from American Trails Thurs. May 26, 11 am ET/8 am PT: Pathways for Play. Presenter Robin Moore, Dir. of Natural Learning Initiative.

Jeff Johnson on 2011-05-24

Wondering what people are using for lice washes at camp? Do any of the non-toxic products work?

Mike Moose Greenfield

we use R&C; shampoo

Grego Dow

We use something that seems to work well...I will ask my Nurse what it is. But not sure if it is a natural product.

Travis Allison on 2011-05-24

Are you slowly going crazy? - <http://eepurl.com/dV8OX>  
This week's #summercamp newsletter from @CampHacker

Natasha Leigh on 2011-05-16



Sun safety and your camp...

Michaela Chatman

Thanks for this video. I am sharing it!

Colin Stewart

Oh my, this is wonderful and horrific.

Allan Snyder on 2011-05-23

Hi, I'm a new member of this group. I'm the program director of Camp Wyldewood, a Christian youth camp founded in 1948 near Searcy, Arkansas.

Abby Cain

Hey Allan! I work at Ferncliff, Christian camp in Little Rock, Arkansas!

Travis Allison

Welcome aboard, Allan! Make sure you check back through the postings for some amazing summer camp resources.

Michaela Chatman on 2011-05-22

Now if this doesn't support outdoor education I don't know what does.

Eric Naftulin on 2011-03-21

How to get 285 more Facebook fans today, GUARANTEED: Here's the deal. There's almost 300 members of this Summer Camp Professionals group. If each of us "Likes" everyone else's page, we'll all get 285 fans automatically. You can't get more "viral" than that! My page is located here: <http://tinyurl.com/ylzx9vj>, so if you'll go there now and "Like" it, and then come back here to post your own page in this thread, I'll go to your page and "Like" it too! If everyone does the same, we'll each get 285 more fans today!

Matt Buczek

Great....and done...here is mine!

<http://www.facebook.com/stonybrookcamp>

Eric Naftulin

Thanks, I'll do it for you right now :)

Eric Naftulin

Done!

Rebecca Jess

<http://www.facebook.com/CairnCamps>

Eric Naftulin

Cool Rebecca, I'm doing yours now. Thanks!

Matt Buczek

Done Rebecca

April Keighan

<http://www.facebook.com/surpriselakecampab#!/pages/Surprise-Lake-Camp-Alberta/190257817668214>

|   |
|---|
| Eric Naftulin   |
| Did it, April. Thank you!   |
| April Keighan   |
| Ditto Eric, and thank YOU!  |
| Dan Kosmo Leaver  |
| <a href="http://www.facebook.com/kasotaeastcamp">http://www.facebook.com/kasotaeastcamp</a>   |
| Eric Naftulin   |
| Just did yours, Dan, thanks so much   |
| Matt Buczek   |
| Got you both April and Dan<br><a href="http://www.facebook.com/stonybrookcamp">http://www.facebook.com/stonybrookcamp</a>   |
| April Keighan   |
| done, matt. thanks :)   |
| Alexis Dean   |
| <a href="http://www.facebook.com/home.php?sk=group_175579742455688&amp;notif;_t=group_activity#">http://www.facebook.com/home.php?sk=group_175579742455688&amp;notif;_t=group_activity#</a> /pages/KS-Camp/1905           |
| Alexis Dean   |
| Shamefully bad camp page, just launched our website and we're a brand new tiny camp in the Baltics! I haven't publicized our facebook page yet but I 'liked' all of your pages and we sure could use a few more likes! :) |
| April Keighan   |
| done alexis! you're doing well creating something from nothing!   |
| Matt Buczek   |
| Done Alexis   |
| Eric Naftulin   |
| Alexis, did it! :)  |
| Dan Kosmo Leaver  |
| this also allows me to see what others are doing with their fan page  |
| Dave Graham   |
| <a href="http://www.facebook.com/kandalore">www.facebook.com/kandalore</a>  |
| Eric Naftulin   |
| Cool Dave, just got you!  |
| Travis Allison  |
| Great idea, Eric!<br>We're <a href="http://facebook.com/camphacker">http://facebook.com/camphacker</a><br>(can't believe I missed you at Tri-State)   |
| Dan Weir  |
| <a href="http://facebook.com/frostvalleyymca">http://facebook.com/frostvalleyymca</a>   |
| Eric Naftulin   |
| Travis, I know, I was hoping we'd connect!  |

Eric Naftulin

Travis and Dan, just liked your pages, thanks very much!

Brian Murray on 2011-04-27

Hey everyone! Is anyone else on Twitter? I'd love to connect with other Summer Camp Folks! Reply with your handle! <http://www.twitter.com/btmurr>

Mike Balsamo

@commtydaycamp

Todd Wagner

<http://www.twitter.com/toddwagner>

David Schilling

@Tennis\_Camps

David Schilling

@lacrossecamp

Paul Sheridan

@fourwindscamp

Lisa Hutchcroft

@campdouglasbc

Drew Bitterman

@LBMCangels

Sally Moore

I am a former Camp Professional that likes to help and keep up with camp stuff. Please include me on twitter @sunnyrockbb

Michaela Chatman

<http://twitter.com/#!/CampRoadless>

Kristen Widenmaier on 2011-05-17

Can anyone recommend some books/websites to help train my new supervisors for their leadership roles within the staff?

Jeff Cheley

I think anything from Bob Ditter is helpful for staff. I heard he has a new book out that has received good reviews.

Michelle Balfe Keefer

Super Staff Super Vision by Michael Brandwein is a good read!

Michaela Chatman

I have compiled quite a few of the articles from American Camping Association. I like them because they are short and have very specific topics that can arise when dealing with children.

Eric Naftulin on 2011-05-17

Hello Everyone, several people have emailed me recently via my summer camp marketing blog to ask if I had any Code of Conduct or Camper Behavior Forms I could share with them. So I thought I'd share it here, too, just in case anyone needs one. This is the form we require all kids and their parents to sign before they come to camp. Hope it helps:  
<http://www.alohabeachcamp.com/files/code-of-conduct-form.pdf>

Michaela Chatman

Thanks Eric!

Travis Allison on 2011-05-18

A Day in the Cairn Dining Hall: [http://www.youtube.com/watch?v=XdK2q8Ws\\_Us](http://www.youtube.com/watch?v=XdK2q8Ws_Us)

Show us what your camp day looks like! I'd love to feature it on the <http://camphacker.org> blog.

Jeff Johnson

Really liked this.

Lauchlin Burnett

amazing!

Travis Allison

Thanks, lads.

Michaela Chatman

You did all of that in one day? Great footage. I like the cricket music. How many days does your training sessions typically last?

Michaela Chatman on 2011-05-22

Thank you for allowing me to join this group. I started a Visual and Performing Arts Summer Camp in Japan in 2008. I am learning a lot about growing a business and I hope to learn more from seasoned professionals as yourselves.

Gene Devlin on 2011-05-19

Was wonder if any one else requires families to fill out health forms for their family camp? Thanks for sharing.

Dan Lichtenstein

We require it when families are bringing a child whose is not their own (i.e. a cousin, friend, etc).

Dan Kosmo Leaver

We gather the same information from all participants at camp, if they are a 7 year old camper at our regular camps, or if they are a 70 year old grandparent at our family camp.

The questions are simple:

- Allergies
- Meds
- any conditions (ie Asthma)
- special diet

Mike Moose Greenfield

We do and they fill it out with the registration form both online and on paper. You can see what we ask on the forms page at [www.mycamp.ca](http://www.mycamp.ca).

Elise Bates Russell

Yes, but we have a slimmed down version of the ACA form for adults. The regular camper health form was too "invasive" for many adults...

Dan Kosmo Leaver

Elise Bates Russell Adults can pee the bed too!

Joe Richards

We have a simple health form for family camp just to make sure there are no dietary surprises or major allergies.

Theresa McDonald-Lee

If our families register on-line everyone fills out the form, however some people register through the mail and supposed to return their forms - but that doesn't always happen. In that case, we have a shorter version of our health form.

Andy Shlensky on 2011-05-20

A friend of mine is the director of athlete marketing at a sports agency, and a big fan of camp. Now he wants to get the athletes to camps this summer. Check out the list and contact him if you think it would be fun to have these guys there!

Alexis Dean on 2011-05-18

I've sent out our first staff welcome packs but I'm wondering if any of you have any 'must have' items/ lists/ forms etc for your staff welcome packs. We're trying to roll out info slowly, but staff arrive in a month and I want to make sure they're not missing anything. Thanks in advance!

Dan Kosmo Leaver on 2011-05-11

seems like a real cool craft idea, on a smaller scale (unless you got the budget)

Curt Jackson

That does seem cool, Dan. But you're right, that's a lot of paint. Maybe making small boxes on poster board and using Dixie cup sized amounts of paint would work.

Grego Dow

cool!

Dan Kosmo Leaver

and use three colours.

Joe Richards

I could see investing in this as an actual piece of artwork for camp that can be made at camp...

Nancy Walker

I was thinking of doing at training week and having each staff member and board member add a layer. Symbolism.

Travis Allison

Love it!

Keith Adams

What kind of paint do you think they used?

Alicia DeHart Theriault

i shared this with one of our art counselors and he has requested poster paints to be able to do this during our pre-camp training week. however for longevity i think i may look into pints of latex at the hardware store.

Lyndsay Borschke on 2011-05-17

News from Ontario Camps Association <http://conta.cc/iShRto> via #constantcontact

Dana Isaacson on 2011-05-14

Does anyone have emergency procedures for an intruder?

Mark OldMan Pearlman

We instruct all of our staff to ask any stranger at camp who they are and why they came. Sometimes, it's just maintenance staff, who should all be wearing a shirt identifying themselves as such, but if it's somebody who just wants to use our waterfront or if somebody just wanted to know what was at the end of the road, all of our staff know to tell them to leave immediately or we'll call the police. If the person doesn't leave, the staff member will follow them and get somebody else to find a senior staff member to call the local police.

Mark OldMan Pearlman

Usually people are apologetic and leave quickly

Eric Naftulin

Our kids start yelling "STRANGER DANGER!" and they usually leave LOL

Theresa McDonald-Lee on 2011-05-06

Does anyone have a great system for dealing with Lost & Found? We are starting to get a bigger pile each year and more and more parents concerned about their child's belongings.

Alex Rogers

we have an area during pick up where everything that isnt claimed can be layed out and parents are reminded to take a look

Mike Balsamo

We encourage our parents to label everything and we send home notes from our labeling partners with special offers. When we send our first newsletter of the summer (usually the first day), we re-address lost and found and tell our parents to LABEL!

Mark Hodgson

We have a clothes show at the end of the session, the campers sit out in front of staff showing off the lost and found, fun and productive

JL Bell

Our system is the same as Alex, except we clearly state we will only keep it 10 days before it is donated - works well, and if it's communicated well. We've had no problems.

Allyson Walker Ashmore

We also have a table where we put stuff out during check out. We remind all of the parents to check that table during announcements and we walk around and remind them individually during check out. We leave stuff out on that table (which is at our pavilion) for 24 hours in case someone needs to come back to camp during the weekend to retrieve

something. After that, we hold it for 3 more days in a storage area at the office and then take things to Goodwill.

Audrey Cameron

We did have a huge problem. Now we keep things for a week and then it is off to Goodwill. Throughout the week, we do a lost and found moment at a meal time. And we have one staff person who gathers lost and found on Closing Day and either goes from cabin to cabin, as they are packing or lays it out for parents. It has all cut our 'pile' down significantly.

Elise Bates Russell

Ditto to all the ideas mentioned- particularly the checkout table- crucial! (neat craft idea: one year I gathered all old jeans, kids cut off legs, learned to sew and made bags, cellphone pouches, etc. It was a hit!)

Lyndsay Borschke

We did a special lost & found lunch near the end of each session. What wasn't picked up there was sorted and mailed back to the parents at the end of the summer. It was a touch at the end of a summer to receive a lost item. It was a lot of work but our parents appreciated it. It's like receiving a hand written note instead of email:)

Theresa McDonald-Lee

Thanks everyone - very helpful!

Sally Moore

With today's technology and websites...has anyone ever thought of posting lost stuff on a parent page? Particularly of the thing lost is of value. It could also be a spot that parents can post things that accidental went home with their child.

Alexis Dean on 2011-05-13

I was only able to hire a small team of staff this summer, but I interviewed some great candidates. If anyone is still hiring, please message me, I'd love to connect you with some of our Canadian candidates.

Janice Greenshields on 2011-05-10

Onondaga Camp is looking for a couple more trippers. If you have received an excess of applicants for your tripping program, please feel free to send their resumes our way! Thanks for your help! [janice@onondagacamp.com](mailto:janice@onondagacamp.com)

Heather Heagle

Hi Janice,

Please post this information through your membership website... regarding your need for trippers.

Sincerely,  
Heather

Janice Greenshields

Have done already, thanks!

Doug Tatton on 2011-05-10

Hi...I am Doug...3 years in on a recovery project at a camp in Eastern Ontario...exciting, exhausting, and making good progress...A question for my Canadian Camping comrades...do you track meals consumed by staff to determine their taxable benefit to your staff?

Mike Moose Greenfield

We do. Full time and hourly staff have it as a taxable benefit based on pretty low prices. For summer staff we add the extra to their honorarium and then deduct it as a benefit.

Marc Cooper on 2011-05-10

We're hosting a Challenges Unlimited training course for high ropes, low ropes and climbing tower from June 30-July 2. Send your staff. Contact me for more details.

Lyndsay Borschke on 2011-05-10

On June 9th come out to help send kids to camp! The Taylor Statten Camping Bursary Fund is hosting an art show at the Brickworks! Proceeds will help send deserving kids to the camp of their choice! June 9th- mark it off in your calendar!

<http://www.facebook.com/event.php?eid=180976215271617>

Hope to see many of you there!

Mercede Rogers on 2011-05-09

Hey Challenge Course Certified people - wondering if anyone is interested in coming to Algonquin Park June 13-16th to run a High Ropes and Climbing Wall program for a group of Grade 8 students! message me if interested - or know someone that is.

Shawn Stetson

Hi Mercede, I work for Adventureworks! Associates and we might be able to help out. If you are interested email me at: [shawn@adventureworks.org](mailto:shawn@adventureworks.org)

Jarvis Strong on 2011-05-09

If anyone has a really great summer ropes instructor that they are not able to give work to this September (i.e. no outdoor centre at your camp) we would greatly appreciate it if you would refer them to us! [jarvis@aliveoutdoors.com](mailto:jarvis@aliveoutdoors.com)

David Schilling on 2011-05-05

Does anyone use a photo gallery website that parents can purchase images (photos) from? I have heard fotomoto is good, but the prints are expensive

Matt Buczek

we use smugmug and give the parents digital copies for free through it

Dan Kosmo Leaver

bunk1 and CampRegister both offer online registration and with that a photo gallery for customers to purchase photos. Last summer was our first time with CampRegister and it's been good.

Poodle Sugar Bay

We give parents a CD of photo's on request as well as a DVD. If they don't want those, we also post all our photos on our website so they can download them for free!



|  |
|--|
| Mike Balsamo   |
| CampMinder.com   |
| Travis Allison   |
| I don't want to speak for Dan Weir but I know he's busy. He's talked on the CampHacker show about how Frost Valley uses SmugMug and how much they like it.   |
| Scott Rothschild   |
| Hi David...  |
| Scott Rothschild   |
| There is a company at the Tri-State CAMP Conference called PIXIOM that does exactly what you are looking for:  |
| Scott Rothschild   |
| <a href="http://www.pixiom.net/">http://www.pixiom.net/</a>  |
| Marc Cooper  |
| we've used bunk1 the past couple of years. really easy to post and upload. parents like it and are able to purchase pics   |
| Jaclyn Cannaday  |
| <3 <3 <3 CampMinder!<br><br>great photo/video/news area for camper families in session, data management that is outta this world, and unparalleled customer service for both parents and my staff!!! |
| Matt Buczek  |
| I cannot understand why anyone still pays for this service through companies like Bunk 1 when Smugmug does the job for free  |

|  |
|--|
| Eric Naftulin on 2011-05-08  |
| Writing an article on camps still giving price breaks and discounts this late in the season. If you're offering any special deals, email me at <a href="mailto:eric@alohabeachcamp.com">eric@alohabeachcamp.com</a> with details.  |
| Travis Allison on 2011-05-07   |
| Sunrise at camp this morning   |
| Travis Allison on 2011-05-07   |
| Funny quote from group member Chantal Jackson, regarding staff relationships: you two wouldn't date in the city, why would you think it would work here?   |
| Colin Stewart on 2011-05-06  |
| What policies do camps have surrounding staff and alcohol for over 21's, under 21's and supervisors on their time off. I'm not referring to drinking on camp or drinking while responsible for campers. I'm talking about on their own time when they are free from camp duties. |
| Travis Allison   |
| For us: The contract outlined that for the duration of the contract agreement staff will do nothing illegal. We then specifically addressed in training that that included drinking underage, drugs and even buying cigarettes for other staff too young to do so for            |

themselves.

Even when staff were on time off they were required to follow that contract and they would get themselves fired if they broke the law.

People who are of age (19+ in Ontario) can drink on time off if they are sober and ready to work when they start back to work.

We also talked about the courtesy of going out with under-agers and not drinking (courtesy not contract obligation).

What do you do, Colin?

Alex Rogers

To help advance the conversation I will fill you in Travis, (I am Colin's assistant). We have similar policy about breaking the laws. What we worry about is staff getting out of control and bringing unwanted attention to our camp, as well as Sr Staff (supervisors) participating in such activities which may conflict with their job duties during session.

Colin Stewart

Additionally, with our drinking age being 21 and few people paying attention to that law, we have a large part of our staff that break that law.

Colin Stewart

I'm loathe to put an "abstinence" policy in place for the summer, as I don't believe alcohol is evil and don't believe someone who relaxes with a few drinks at the end of a hard week is doing anything wrong. What I worry about is the crazy, "drink until you puke" parties that can damage Camp's and those staffs reputations when they get out of control and invariably involve persons under 21.

Robert Phipps on 2011-05-05

Hello all, I have a request for some advice. We offer something unique, a course in Oxford, England for 16-18 and 18-21 year olds taught exclusively by Oxford University Tutors. However we are small and need some help marketing (educational consultants etc.), particularly stateside. Any comments or advice feel free to message me. Thanks!

Travis Allison

Hi Robert, It sounds to me like you have a very cool program. If I were in your shoes I would be marketing it by telling lots of stories of the tudors, of Oxford, etc.

Travis Allison

(Oops). Video is your friend. I would be developing a marketing calendar that allows you to get the word out now and know what stuff you will need to shoot this summer to promote for next.

Ephraim Shapiro on 2011-05-05

Anyone remember several weeks back I inquired if anyone had info on a Laser Light show for a camp reunion? I found a really nice guy named Jarrett Ammer of 5 Starz Entertainment and highly recommend his stuff.

Marc Cooper on 2011-05-03

If anyone needs a Healthcare Assistant, contact me. Just met an amazing candidate.

Lisa Palmer

Like.

Mark Hodgson on 2011-05-03

Hi! I have just written this book and I would be very grateful for any advice re. making it available to first time staff, the idea is that it helps them to hit the floor running.

Matt Buczek

Hi Mark.....would love to talk to you about this. As well as run a camp, I co-own an international staffing agency.....tell me more via PM!

Dave Graham on 2011-05-04

Thanks to Howie Grossinger for posting on his feed. I thought I'd share here.

Sol Birenbaum on 2011-04-28

#2. There are a million great team building activities... books and books have been written on the topic... but what I ask you is your all-time favourite 30 minute team building activity for a group of about 30 staff?

Adam Brown

Zoom. Or Fork Wad.

Ben Smoky Radley

Keypad Too. and I need to know what Fork Wad is, sounds awesome.

Rebecca Jess

Could you explain those in the notes section of this page? OR tell us what book we can find them in? Fork Wad sounds particularly awesome...

Ben Smoky Radley

Keypad Too is found in Sam Sikes Book 'Raptor'

Sol Birenbaum

This is our favourite: <http://goo.gl/nnvZ5>. Credit goes to the writers of the book FIELD RIOT - an amazing Team Building resource. In my mind, it is the "game to beat". Anyone have any others?

Jason Smith

Group Jump Rope provides great opportunity to process about everyone working together, people getting left to the side, frustration, length, all the sorts of things that happen during the summer.

Alexis Dean

Sheep and shepherds: have the group elect two or three shepherds, everyone else is sheep. The shepherds are mute and cannot leave their designated floor space. The Sheep are blindfolded. Once they are blindfolded create a 'pen' with a rope or tape on the floor. The shepherds must 'herd' the sheep into the pen without using their voices or leaving the shepherd area. A variation on this is a completely random shepherd/ leader game. Without explaining what's going on, have everyone put on blindfolds. Designate one, two or three mute 'leaders' or shelpherds and remove the leaders blindfolds. Give the leaders a list of things that they must have the group accomplish (things like getting the group to do a leap-frog line, or gather in part of the room or draw something blindfolded...) The leaders

cannot speak, the group members can. It's interesting to watch group dynamics in this activity. You can set a time limit or the leaders or just watch the game play out. Make sure you choose a safe place for both of these activities.

Alexis Dean

woops - sorry about the lack of spacing.

Alexis Dean

thanks for the banana game Sol!

Adam Brown

Fork wad = Four Quad. Can't remember the book offhand. Keypad Too is a great pick, though. +1 to Ben!

Curt Jackson

Banana Shuffle looks like a fun game/race. I'll have to try it. It's not a team building activity, though. The group isn't working together to solve a problem. I like the oldies but goodies like All Aboard and Traffic Jam. While these have been around forever I am constantly surprised to find that many groups have never participated in them.

By the way, you can find Four Quad (Fork Wad) on this doc at <http://bit.ly/mwg0nv> along with some other great games and initiatives.

Marc Cooper

winks blinks and belly laughs

Lyndsay Borschke on 2011-05-03

These guys are awesome! Check out BasecampX!

<http://www.facebook.com/pages/Base-Camp-X/167740366616241> and make sure to like them!

Their axes were on display at this years OCA conference. Great axes for use in camp or as gifts for loyalty!

Travis Allison on 2011-05-03

CampHacker Recording - Next Tuesday, May 10th at 2:00 EDT

Topic: Camps in the Community.

1) Let me know if you would like to be a guest host on the show

2) What does your camp do to keep good relations with your neighbours (your lake's cottager's association, your summer communities, etc.). I'd love to have some ideas to share on the show. Leave your comments, please!

Andy Pritikin

Hey Travis- We do a LOT of cool stuff, and I'd be glad to be a part of next Tuesday's show. <http://www.libertylakedaycamp.com/content/community-health-day>

Andy Pritikin

[www.njrenfare.com](http://www.njrenfare.com)

Travis Allison

YES! I love your Ren Fair. I had a ball looking through the site when you were on last time.

Mark OldMan Pearlman on 2011-04-21

Does anybody have a good counselor evaluation form for a residential (overnight) summer camp? I'd love to see one.

Chris Pot

I don't know if ours is great, but message me your email address and I'll send you ours.

Ben Smoky Radley

would you mind if I got a copy as well?

Chris Pot

sure just let me know your email address

Travis Allison

If your form is fairly simple you could post it as a Doc to the Group (at the top of the right column) or post it to Google Docs and share the link here.

It would be an amazing resource if we could share as many of these things as possible here.

Travis Allison

... a rising tide and all that.

Chris Pot

For those who asked, I followed Travis' advice and created a doc, which is above.

Sol Birenbaum

Here is ours - I would love to see others! <http://goo.gl/CljNG>

Sol Birenbaum

others'

Sol Birenbaum

others's?

Sol Birenbaum

You know what I mean...

Mark OldMan Pearlman

Thanks a lot Chris and Sol. Those are great.

Travis Allison

Thanks Chris Pot and Sol Birenbaum. That's the spirit!

Sol Birenbaum

Like you always say... "Our competition isn't other camps... it's other non-camp options." I would still love to see other camp examples if other Directors are willing to share...

Sol Birenbaum

... at least I think that is what you always say...

Mercedee Rogers

We are always looking for feedback on ours and are in the process of revising them - send along email's and I can send some out. we have them for in-camp positions but also for the canoe tripping program if anyone is interested.

Alexis Dean

Hi Mercedes, I'd love to see your staff eval forms: [kscamp@knightsbridgeschools.com](mailto:kscamp@knightsbridgeschools.com)

Chris Pot

I would love to take a look at your evals Mercedes. [chrisspot@hiddenacres.ca](mailto:chrisspot@hiddenacres.ca)  
Thanks!

Travis Allison

@Mercede - Would you be willing to post (copy+paste) your eval to the Group as a doc? It would be awesome to see it.

Mercede Rogers

@Travis - sure can. i just have to find the e-copies...eek...

Patrick Birnie on 2011-04-28

For all those Ontario Camps out there, can anyone help out in finding a new bus location for Toronto? Yorkdale is closed for reno's so I am searching for a new localation. Thanks in advance!

Patti Thom

try the Cannergie Centre -we were going to use it but ended up at Vaughan. Some of the churches will let you depending on the number of buses. Try the Peoples Chruch on Sheppard (at Bayview)

Sol Birenbaum on 2011-04-28

#1. Does anyone know where to purchase WAR CANOES?

Dave Graham

but the wait is 1 year

Dave Graham

<http://www.voyageurcanoe.com>

Sol Birenbaum

Thanks Dave!!! Now go to bed!

John Jorgenson

We have ten Y stern freighter canoes that have been known. Y various names over the years... War Canoes, Peace Canoes, Big Boats and... Wait for it... the Freighters. 8-10 paddlers (or a small motor... if you are keen) Northland Canoes in Huntsville/Burk Falls.

Patrick Birnie

Hey Sol, there is also a company in Quebec that builds 'War' Canoes. They have four models: Explorer 5.5m, Excursion 6m, Rabaska (8m), and a Voyageur 10.5 m. They have them in stock and charge just around \$300 for delivery in Ontario. The Website is [www.canoe-manufacturing.com](http://www.canoe-manufacturing.com)

Scott Rothschild

War Canoes I could only find one manufacturer that still makes these camp classics. I had a boss once that insisted we call them Peace Canoes. (I thought that was hokey at the time. Its grown on me.) But they can be memorable way to develop cabin unity. Though I think tying several canoes together into a raft would do the trick, too. Some tools are better improvised than bought!  
<http://www.clippercanoes.com/bigboats.php?PHPSESSID=db173be5da6bbe64c9d39ad6cc>

be502d

Sol Birenbaum

Awesome!!! So helpful! Thanks all!

Jason Smith

Hey Sol. We bought one two years ago. <http://www.clippercanoes.com/> is the canoe type (we got the langley model) we had to purchase from Western Canoe and Kayak. It was a bit of a trick getting it to Nebraska from Canada, but very fun.

Craig Hartley on 2011-04-28

Found this page that has some great allergy advice and supplies.  
<https://www.facebook.com/OnespotAllergy>

Sol Birenbaum on 2011-04-28

Ok Summer Camp Professionals!!! I am posting!!!! I have 2 big questions for you... they are totally unrelated to each other but any help will be appreciated!

Jennifer H. Selke on 2011-04-27

Talked about screenflow on CampHacker this week. Now it is in a very good mac bundle with lanuchbar <http://maclegion.com/?a=2rxCr>

Curt Jackson

I gotta get a Mac!

Mercede Rogers on 2011-04-27

High Ropes and Climbing Wall Instructors needed! June 13 - 16 in Algonquin Park. Anyone Interested? email: [mercederogers@taylorstattencamps.com](mailto:mercederogers@taylorstattencamps.com)  
Thanks :)

Lyndsay Borschke on 2011-04-27

Custom Golf Discs for camp? You bet! <http://www.facebook.com/media/set/fbx/?set=a.10150171105127856.325172.138180332855&l;=25ffdad2d6>

Travis Allison on 2011-04-26

Message me or Skype me at "traviszoic" if you are interested in being on this week's CampHacker today at 2:00 Eastern. Just had a spot open up.

Travis Allison

thanks to Bill Stevens for volunteering. If anyone else would like to do it in the future - check out this video: <http://camphacker.org/2011/04/camphacker-podcast-host/>

Dan Kosmo Leaver

owwww, looking forward to listening to the wisdom of Bill (and everyone else of course)

Curt Jackson

Travis, do you have an editorial calendar? It may be helpful for us to know what topics you're planning to cover. Not all topics fit everyone's expertise wheelhouse. For example, I wouldn't be able to contribute much to an aquatics safety podcast, but would have a lot to contribute to other topics. After all, I am what I am, and I know what I know. Unfortunately, I

don't know a whole lot. :)

Travis Allison

Awesome idea, Moose. Our "brainstorm" level editorial calendar is here:

<http://zoic.ca/i4JEqu>

We lock down the topic 1-2 weeks ahead of our recording date.

If anyone has any ideas of topics they would like covered or even just a question you would like to ask a group of camp directors with a lot of years of experience in the field leave it here, email me at [travis@walkingmaverick.com](mailto:travis@walkingmaverick.com) or @camphacker on Twitter.

Travis Allison

Thanks to Jennifer H. Selke and Bill Stevens for being on yesterday - sorry my audio crapped out at the end. You handled it like pros - I didn't know there was a problem until Gab told me after it was all over.

Curt Jackson

Excellent - Thanks for the link to your calendar, Travis. Looking forward to being on the next podcast.

Cam Rowlands on 2011-04-19

A question around emergency procedures: I assume everyone has emergency procedures for things like missing campers, medical emergencies and fires - but what about other emergency types? Does anyone have procedures for things like Outbreaks, Severe weather, unwanted visitors or animals? We are in the process of trying to develop these things. If anyone has these in place and doesn't mind sharing we would love to see what you've got. Feel free to e-mail me at [cam@campwenonah.com](mailto:cam@campwenonah.com). Thanks in advance.

Alexis Dean

ditto! I would LOVE to hear about what other camps are doing for severe weather situations, earthquakes (quake prone area), snake bites (jumping cobras), etc! feel free to message me with info! thanks in advance!

Lisa Hutchcroft

Camp Douglas would appreciate the info also: [administrator@campdouglas.ca](mailto:administrator@campdouglas.ca) thanks for the good idea!

Dan Kosmo Leaver

rodger that. I'll get on it soon-ish.

Mike Moose Greenfield

for those in Ontario, Canada, there are two dates for Emergency Management Seminar for Summer Camps on May 4th and 14th. Their website is [www.emergencymgt.com](http://www.emergencymgt.com). My documents and procedures will be updated after that seminar and then I don't mind sharing.

Sol Birenbaum

Here are some! I would love to see some others! <http://goo.gl/Xxe7P> <http://goo.gl/QBN2s>

Sol Birenbaum

others'

Sol Birenbaum

other's

Sol Birenbaum



you know what i mean...

Marc Cooper on 2011-04-26

If you're looking for mattresses for camp, contact Michael at [bedsplus.ca](http://bedsplus.ca)

Travis Allison on 2011-04-26

Camp Arowhon alumni (AND best-selling author) Seth Godin talks with my about inspiring our staff to greatness. Shot at the 2011 Tri-State Camp conference.

<http://camphacker.org/2011/04/linchpins-at-summer-camp-video-seth-godin>

Jennifer H. Selke on 2011-04-24

writing an article for the NOV/DEC ACA Magazine on technology camps use to get the word out. Focusing on email, video, facebook, blogs, and social media web integration. Any others? Anyone have good examples I may try to include a few. Deadline Sunday evening 4/25.

Sol Birenbaum

I recently did a session on the topic. You might find some of these slides helpful.

<http://www.campwalden.ca/oca> good luck!

Eric Naftulin

I'm currently building FindaCamp.TV, the summer camp video search engine website:

<http://www.findacamp.tv> Camps will be able to join starting in a week or two. Also check out <http://www.campcoupons.com>. Thanks!

Paul Sheridan

We have the standard facebook page, twitter feed, and blog. Some of the more interesting things we've done include: Ustream q&a; sessions with new parents, daily twitter updates during the summer (which helps reduce the demand for blog posts, which are much more time consuming), and asking questions on facebook/twitter to increase engagement.

Jennifer H. Selke

Sol, Eric and Paul - thanks for the tips. Since this won't come out till november/december I am going to try to be a bit platform agnostic. Would be great if the article were posted online and people could comment. Seems odd writing this for print.

Jeff Cheley

We are going to post an article every few days for our parents this summer (value of camp, parents tips, needs of teens, etc). We have been posting articles for many years and want to improve the content this summer. I figure our parents are very interested in anything we have to say during the summer and not as interested during the year. Strike while the iron is hot.

Eric Naftulin on 2011-04-22

Hate bullying? Sign the anti-bullying petition:

<https://www.facebook.com/pages/Anti-Bullying-Petition/140662552674425>

Elise Bates Russell on 2011-04-22

Want some idea of what another traditional, residential summer camp is doing (trips, nature, health and safety, education, etc.) these days? Follow our daily blog for April- Let's G.O. (go outside!)

month- complete with a suggested daily outdoor activity!  
<http://campwestminster.com/blog/>

MaryAshley McGibbon on 2011-04-06

Blog roll! Anyone else blogging continuously? We are seeing some good success with our blog not as many comments as we want, but a lot of traffic but it certainly takes work and an knack for coming up with things to write about three times a week. We would love to follow other blogs, especially if you come follow us! Any tips?

Poodle Sugar Bay

Your blog looks AMAZING! Our one is a work in progress I'm afraid, but I try to get counselors to write enough that I can Post something every day :) Our blog is  
<http://sugarbayholidays.blogspot.com/>

Kristen Widenmaier

Both of your bogs are great! I saw quite a few post ideas I might like to borrow. :) Mine is  
<http://www.maplekeydaycamp.com/blog>

Travis Allison

I'm so glad you posted this MaryAshley. Thanks!

MaryAshley McGibbon

Thank you both for sharing your blogs! Love them and the ways in which they reflect your individual camps. Would love to see more peoples', too. We will be following the adventures of Sugar Bay and Maple Key.

Dan Lichtenstein

<http://blog.northstarcamp.com/> we try to do an entry at least once a week... one thing I do recommend is that you make sure that your blog is integrated with your website. One of the main benefits of a blog is that it generates content for your website which helps boost your google rating.

Theresa McDonald-Lee

We blog as well - it is right on our homepage. We have a two weekly features - A photo scavenger hunt, and a weekly photo from our archives. During the winter I try for at least one other post, but as the summer gets closer, we try to post several times a week. All of our senior programming staff write a blog post through the summer. Our blog is at  
[www.campkintail.ca](http://www.campkintail.ca)

Elise Bates Russell

<http://campwestminster.com/blog> Hey all- was just going to post about our blog anyway and saw this- we started this month for the Let's G.O. (go outside) begun by the Children and Nature Network (Richard Louv)- except we've changed it to Let's GO to Camp! We are committed to every day, with an outdoor activity to accompany it. You can see it on our website too- and along w/ our very active FB page. Please check it out and comment!

Kristen Widenmaier on 2011-04-17

Between hiring and the start of pre-camp, what do you do to keep in touch with your staff?

Rebecca Jess

We have a Cairn Staff 2011 facebook group, just like this one, where our staff can ask each other questions, share ideas for the summer and posts links to cool videos or songs they think are inspiring. It's our first time doing this and it has proved to be an awesome way to

keep the staff connected and constantly thinking about camp.

Theresa McDonald-Lee

At Kintail we have a facebook group as well, and this year I have been sending the staff weekly emails with inspiration to get them thinking about camp each week.

Gene Devlin

We do FB too

Elise Bates Russell

is the FB group all positive? we did it a few years ago, but have refrained from it last year and this yr. Thoughts anyone?

Lisa Hutchcroft

ours has been really positive so far! it's exclusively for the 2011 staff to use and post questions, suggestions, theme ideas, etc. It's been really beneficial for us this year at Camp Douglas!

Relena Myers on 2011-04-18

Unfortunately, we are cancelling the Cultural Encounters Week for Young Adults. For future Young Adult Retreats visit [www.gracefieldcamp.ca](http://www.gracefieldcamp.ca)

Lyndsay Borschke on 2011-04-15

The OCA April Newsletter <http://conta.cc/fXom1m>

John Jorgenson

Hello Lyndsay

Did I miss the deadline for submission of my article or just miss it in the newsletter when I read it?

Jorgi

John Jorgenson

Camp Tawingo

Eric Naftulin on 2011-04-15

You know what's weird? Even though I've got a day camp, I've NEVER seen so many people from out of state and out of the country showing interest in our program they way they are this year. I need LOCAL folks LOL!

Nicholas Smith

Team up with local real estate. Make millions!

Matt Buczek on 2011-04-13

Hi Gang. Just looking for some ideas. Our first time staff have a day of training before returners just to get them up to date with the day to day basics of camp. We typically do a camp tour and go through a daily schedule as we do it. I am looking for creative ideas to add a little fun to the proceedings....what has worked for you in the past? Scavenger hunts is the obvious. BTW, I am a

day camp....so its much harder to get that "Umpfff" that residential camp staff have....thanks in advance!

Travis Allison

If you bring in a handful of returning staff you can have them act as counsellor's to the n00bs (maybe don't call them n00bs...). Welcome them at the camp gate, greet them at the car and tell them what group they will be in and who will be their counsellor. Run the orientation in these small "cabin groups" on a rotation schedule as if it's a regular summer day. Do Intro games, play games that take them over the whole site. That way you model good counsellor behavior to them.

Travis Allison

At Camp Ouareau, Gab's camp, they do the reverse: bring in returners a day early so that they can catch up w. their camp friends and get that "oooooh, I missed you" stuff out of the way and then can focus on being welcoming on day 2.

Jason Smith

I like the idea of Camp Ouareau, but at my camp we have always started with everyone together, and I see that as important. We do bring our summer staff leadership team in the day before to do a supervisors training and to go through how we will welcome the rest of the staff.

Matt Buczek

Thanks!!!!

Nicholas Smith

We've found that a full scale mock-day works well. Return crew are the counselors and the new crew get to experience a full day as campers. It introduces the flow of the day, allows them to experience some activities and incorporates aspects of site tours, dining procedures and water front practices. We went as far as stuffing as many new crew into a van as we could and driving them to the end of the driveway and back so they could be sung the arrival song to kick off their day!

Travis Allison on 2011-04-13

Camp Friends: I am finishing up my keynote presentation for tomorrow's Society of Camp Directors meeting. I've been asked to talk about the value of social media to summer camps.

For the members of the Society who are not members of this group I would love to show the reach of what we are doing here.

Could you take 30s and let people know where you are from (what camp and what town your camp is in)? Saying Hi to the Society is also encouraged.

Thanks so much for your help.

Travis

Alicia DeHart Theriault

Fernwood Cove, Harrison, Maine

Matt Buczek

Stonybrook Day Camp, Randolph New Jersey!

Eric Naftulin

|  |
|--|
| Aloha Beach Camp, Los Angeles, California  |
| Rebecca Jess   |
| Cairn Presbyterian Camping, Baysville, Ontario   |
| Marie Tubby  |
| Frontier Trails camp Eganville, Ontario  |
| Dan Kosmo Leaver   |
| Howdy from Kasota East Camp, Sylvan Lake, Alberta, Canada  |
| Dan Weir   |
| Frost Valley YMCA, Claryville, New York  |
| Joe Richards   |
| Pearce Williams Christian Centre, Iona, Ontario.   |
| Janice Greenshields  |
| Hi Society of Camp Directors! - Onondaga Camp, Minden, Ontario   |
| Jeff Cheley  |
| Hi Society of Camp Directors - Cheley Camps in Estes Park, Colorado  |
| Travis Allison   |
| Amazing! Keep 'em coming   |
| Dave Graham  |
| Hello SCD - Camp Kandalore, Algonquin Highlands, Ontario   |
| Sol Birenbaum  |
| Hello to me!! (and to all the others from SCD!)... wishing you well from Camp Walden, Ontario!   |
| Theresa McDonald-Lee   |
| Camp Kintail, Goderich, Ontario  |
| Audrey Cameron   |
| Camp Geddie, Ponds, Nova Scotia  |
| Sol Birenbaum  |
| This looks like the perfect opportunity for me to do some shameless promoting! All those Camp Directors who meet the criteria at the website below are invited (encouraged!!!) to apply to become a Fellow. If you would like to learn more about the Society of Camp Directors, please don't hesitate to message me. I would be delighted to tell you more! That site is: <a href="http://www.societyofcampdirectors.com/becoming.html">http://www.societyofcampdirectors.com/becoming.html</a> |
| Dan Kosmo Leaver   |
| Sol Birenbaum is it anything like being a Mason?   |
| Sol Birenbaum  |
| I wouldn't know... as the secrets of freemasonry are closely kept... but I do know that once a Fellow... always a Fellow... duh duh duh...   |
| Sol Birenbaum  |
| In all seriousness, it is, like this group, a wonderful group of people to spend time with and learn from.   |

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|--|
| Relena Myers   |
| Bonjour! Gracefield Christian Camp & Retreat Centre, Gracefield, Quebec<br>www.gracefieldcamp.ca |
| Natasha Leigh  |
| Hello from Cairn Alumni Social Media Coordinator! (Baysville, ON)                                |
| Alexis Dean  |
| Hello SCD - KS Camp, Tivat, Montenegro (on the Bay of Kotor, next to Croatia)                    |
| Ben Smoky Radley   |
| Pleasant Hill Outdoor Camp, Perrysville, Ohio  |
| Travis Allison   |
| Thank you everyone! I just need 2 more... please!  |
| John Rankin  |
| Camp Augusta - Nevada City, CA   |

|   |
|---|
| Travis Allison on 2011-04-15  |
| Social Media lessons with @Kevin French at the Society of Camp directors.<br><br>It was great to see so many members there! |

|  |
|--|
| Travis Allison on 2011-04-13   |
| "I do not want a job" - lots of discussion going on on Joe Richards post on CampHacker:<br><a href="http://camphacker.org/2011/04/i-do-not-want-a-job/">http://camphacker.org/2011/04/i-do-not-want-a-job/</a> |
| Heather Heagle   |
| What fun Travis!!!<br><br>Heather  |

|  |
|--|
| April Keighan on 2011-04-11  |
| Any camp folk in Alberta wanting to volunteer some time for a highway cleanup? All proceeds go to our beloved Surprise Lake Camp! Send me a message if you're interested:) |

|   |
|---|
| Dan Weir on 2011-04-10  |
| I have a few seasonal staff members stepping up to being Assistant Directors this summer. All of them primarily worked with campers & staff before but this is their first time on the front lines of parents.<br><br>Anyone have suggestions/resources for running a training on how to work with parents?               |
| Colin Stewart   |
| I like to do lots of role plays. They are obviously good people or you wouldn't have them in that position. It will help with their confidence and you can pick scenarios that will crop up and some that may cause problems. A good debrief after each skit/session will help answer questions and point out key issues. |
| Michelle Balfe Keefer   |

I am asking parents to attend our staff training for a parent panel. This is for all staff and I think it would be a good idea to plan something similar for the administrative staff as well. I am in the same boat as you Dan, Assistant Directors moving up.

Nancy Walker

I would love more details on your parent panel.

Gene Devlin on 2011-04-11

Hello out there. Just wanted to see what other camps are doing to promo their family camps. If you're up to sharing, I would love to know where others are finding success.

Dan Kosmo Leaver

we advertise family camp like any other camp. We retain a lot of families and get new campers in our other camps from Family Camp. We also get a lot of Alumni that bring their families, children and/or grandchildren. Outside of that, the usually marketing of ads in papers and word of mouth do the trick.

Mercedee Rogers on 2011-04-07

Check out this fabulous event to support kids going to camp! Complete with a silent auction this day of music and fun is a perfect way to celebrate Ontario summer camps! Purchase a ticket and we'll see you at the show!

Eric Naftulin on 2011-04-05

PLEASE: Need your support!!! As many of you know I operate Aloha Beach Camp (which takes place on the beach in Malibu, CA). Unfortunately, Los Angeles County, who permits beach camps to operate, is considering changes to its current permit process from its longstanding policy to allow established camps like mine to run simply by renewing our permit each year with a simple application form to implementing a bid system to acquire permits. Naturally this could affect the future existence of current beach and surf camps and the public's enjoyment of them not to mention putting kids' safety at risk who would attend a new beach camp under the supervision of an operator who may be learning on the job and got a permit because they placed a higher bid. Please join me and other beach camp operators in opposition to the proposed permit process changes by clicking Like on this page:

<http://www.facebook.com/pages/Citizens-Against-5C/145470642186662>

Thank you!!!

Colin Stewart

So they bid by offering the city money or more specifically more money than anyone else. Really? Isn't that just a form of bribery?

Eric Naftulin

Hahaha, i'm not exactly how they do it. But they want us to bid between between 10% and 25 % of gross revenues, I know that. THAT IS CRAZY!!!

Colin Stewart

Sure is, my commiserations Eric.

Eric Naftulin

If anyone wouldn't mind clicking the No on 5C logo, then Liking the page it links, I'd really appreciate it. Thank you to those who've already done it and to those of you who will. Thanks so much!

Michael Patrick Obremski on 2011-04-05

Okay serious question time. I'm trying to figure out what kind of activities you can do for little kids. Like, really little kids. I'm talking a 12 week Day Camp program with kids aged range Kindergarten through 6th grade. I've got 4th, 5th and 6th graders pretty much in the bag but as far as smaller kids, not entirely sure. Any help would be greatly appreciated! I've checked ultimate camp resource and some other camp websites but having a tricky time wrapping the old noggin around programming for small kids, especially with a TINY little staff.

Poodle Sugar Bay

We take in alot of younger kids. They really tend to like the more creative activities like tile painting, friendship bracelet making, etc. Otherwise group games are always a good idea (ones that you play in a circle). Sing along songs and war cries can never go wrong :)

Natalie Roberts-Day

Younger kids love parachute games and going on adventures!

Travis Allison

We've had kids at camp who are 5-7 years old for years and it is a great success. Younger kids do need more adults around but it's an awesome experience.  
The easiest way to get started is to wrap the experience in narrative - say Winnie the Pooh - and let that form the program. Have a staff "Pooh" character to lead the group around and modify your normal activities to fit the story.

Alexis Dean

costumes, music and silly dancing, art projects (big ones, like murals and recycled materials art - I'm thinking about spaceship or pirate ship building), sand pit/ sand castles, story time (with a surprise visit from one of the characters in the book), Easter (egg hunts!), Christmas, Valentines etc holidays in summer (card making, caroling around the camp (or the village where we are), parties with birthday party games etc), and any other ideas you'd like to share would be awesome... I'm in the same boat! 4 to six year olds can be challenging to programme for... and most of ours won't speak English and we're an English camp!

Rebecca Jess

One of the greatest things about kids 4-7 is that they will believe anything, so get staff dressed up in costumes as characters as much as possible. Older kids love that they're smart and will say, "That's not Superman, that's just Paul dressed as Superman." Whereas your little guys just take characters at face value and will do anything for them.  
We spent last summer getting our Pee Wee Campers from A to B by having staff dress as zoo animals, then jump out from somewhere and run to the beach (or wherever). The kids would run to catch the animal so that it could go back to the zoo. Animal caught + kids quickly moved to next area = awesome.

Colin Stewart

Forts. Let 'em play and build forts - out of absolutely anything. Sheets, sticks, milk crates, whatever.

Curt Jackson

These are all activities I've done with K-2nd graders...  
drama  
dodgeball  
treasure hunts  
scavenger hunts



puppets  
pet rocks  
basic sign language  
Legos  
make gak  
build fairy houses  
music circles  
sing camp songs  
bingo  
run a game show  
line dancing  
kickbal

I go into detail about a lot of these on either [RecreationGuy.com](http://RecreationGuy.com) or [SummerCampProgramDirector.com](http://SummerCampProgramDirector.com)

Hope this helps, Mike.

Poodle Sugar Bay on 2011-04-05

We're adding airconditioned cabins and a heated pool to our camp for our 10th birthday but are at a loss on how to market them without sounding like our pool was too cold or our cabins were too hot before hand. Any suggestions?

Nicholas Smith

"We experimented with sleeping in the pool and flooding the cabins but felt this way was a more logical solution".

Poodle Sugar Bay

Hahaha. I like that :)

Ben Smoky Radley

Air conditioning in cabins is known to help with allergies esp. at night! (that's what we went with anyway.)

Matt Hauger

You could pitch these as ways to offer the camp experience to more people.

- "Our air-conditioned cabins make it possible for allergy-prone and heat-sensitive campers to stay at camp overnight."

- "Our brand new heated pool means more splashing in more seasons for more folks!"

Megan Graham

I think its probably ok to tell people you are making improvements. Maybe folks will agree that the pool was too cold and the cabins too warm and now you can look like heros in fixing them.

Colin Stewart

I say the truth is the best policy. Folks can spot marketing doubletalk a mile away. Just say it took a few years and now we're in a position to improve. Anything else is basically lying at worst and bending the truth at best. Your cabins WERE too hot - guarenteed.

Poodle Sugar Bay

Thank you so much. You have all been so helpful. :)

Ephraim Shapiro on 2011-04-05

does anyone have experience with bringing in a laser light show?

Travis Allison on 2011-04-05

How to WOW #summercamp Parents - CampHacker video interview with Camp Pros Group member Nancy A. Shenker <http://zoic.ca/ikjw1s>

Travis Allison on 2011-04-05

The ACA Camper Enrollment & Staff Recruitment Survey April 2011:  
<http://www.surveymonkey.com/s/LPNM2T3>

Travis Allison on 2011-03-30

How do we manage the importance of free play with the structure of camp?

There is some brilliant discussion (in the comments below the article) going on around the Free Range Kids video:

<http://camphacker.org/2011/03/free-range-kids-at-summer-camp/#comment-174640937>

Andy Pritikin

This is a truly brilliant discussion- and its exasperated in a Day Camp setting- I have lots of thoughts on this.

This also plays into Michael Thompsons keynote from ACA-National about play- were you there?

Andy

Travis Allison

We weren't at ACA National but hope to be there next year - to cover it for the blog and to be speakers

Andy Pritikin

I will forward you my notes-

Andy

Michelle Balfe Keefer

We are installing a "Free Play" outdoor space for our campers. It includes a sand box, forts built of dead branches, a "maze" through a boulder field, wildflower garden, little teepees and a reading/play area under trees. We are putting in lots of moveable pieces so that the campers can change the area as they see fit. This summer will be the first "test" project. We are also adding Free Play into our scheduling.

Travis Allison

Michelle, that sounds AMAZING!

Theresa McDonald-Lee

For years at Kintail, Wednesday afternoon is Free Day. After our down and out (rest hour) cabins have the whole afternoon to choose thier own programming. They can sign up to do various activities with program staff, or they can create their own programming. The afternoon ends with a cookout. The whole afternoon is very relaxed and counsellors really

shine when it comes to being creative during this time. Some cabins race through every activity possible, others spend most of the time on the beach, some create huge arts projects, others spend all afternoon building a massive fort. It is totally up to each cabin. Free Day started when our cooks son one year, when he was in a cabin, wanted to go back to his parents cabin, so he could play with his cars. He just needed free play, unstructured time. We also have a time of about 45 minutes each afternoon that is unstructured time called CHALOF (Campers Having A Lot of Fun).

Andy Pritikin

I LOVE THE CHALOF!

Needless to say, this is a LOT more challenging in a DAY CAMP setting. Just want to tell you about a great activity at Eden Village Camp (check them out: <http://edenvillagecamp.org/>). Once per week they do a morning with their groups/bunks called WANDER in which they literally wander into the woods and trails surrounding their Camp to look under rocks, play in the streams, etc. The future of Camp Program could end up including something like the Seinfeld idea- a program about nothing!

Matt Hauger

Incredible ideas here! Michelle's comment reminded me of the 'natural playground' (or 'playscape') concept. Camp Chestnut Ridge (where I recently served as chaplain) has a natural playground project currently underway:  
<http://www.campchestnutridge.org/index.php/after-school/natural-playground>

And I totally dig the CHALOF and WANDER concept, though I could see campers struggling to get their heads around it ("Play? Play WHAT?!") How do we train counselors as 'free play facilitators'?

Michelle Balfe Keefer

Matt! I just checked out Camp Chestnut...looks great! Thank you for sharing!!!

Nancy A. Shenker on 2011-04-01

Several of you asked for my presentation from TriState. Here is the super top secret link:  
<http://www.slideshare.net/secret/lil1BmWQS7IXHM>

Dan Kosmo Leaver on 2011-03-31

What do you use to create t-shirt/merchandise design? hand drawn stuff, MS Publisher, some other program I've never heard....

Jeff Linus Chuhon

Hey. I have a t-shirt business. I print t-shirts for various camps here in Canada and do embroidery for jackets, golf shirts, ball caps and other things.

Nicholas Smith

I primarily design in Adobe Illustrator. I find nice clean lines and solid colours make for easy printing.

Rebecca Jess

We tend to do hand-drawn stuff and then get the companies that print our shirts to digitalize them because we don't have the programs to do it ourselves.

Lyndsay Borschke

Illustrator is the way to go! If you need help feel free to email or call!  
lyndsay@camprightsleeve.com, 416.924.8181 x 232. Check out [www.camprightsleeve.com](http://www.camprightsleeve.com)  
I can send you a design showcase if you are looking for ideas!

Dan Kosmo Leaver

In the past we've had someone hand draw the design, worked out well, but I'm wanting to go out and buy some generic shirts, hoodies, etc. to start up a little camp store.

Travis Allison on 2011-04-01

A great info graphic to pass on to your staff (and walk through with your own facebook account).

Travis Allison on 2011-03-29

Tri-State Interview (video): Lenore Skenazy from the Free Range Kids book & Blog. Up next: Camp Pros group member Nancy A. Shenker

<http://camphacker.org/2011/03/free-range-kids-at-summer-camp/>

Michelle Balfe Keefer

I follow her blog and absolutely LOVE HER! Thanks for sharing this and getting it out into the camp community!!

Mark Hodgson on 2011-03-20

Was anyone at the tri-state conference? How did it go? Any good info/speakers?

Eric Naftulin

I went and had a blast. Everyone should get to this conference at least once.

Matt Buczek

I was there as usual! I was in your session Eric on Thursday morning but had to rush off without saying hello!

Eric Naftulin

Thanks for coming Matt! Hope to meet you in person one day soon :)

Natasha Leigh

I went this year, first timer! I would recommend it for anyone who believes in camping and generally, anyone who works with kids! I will hope to do some blog posting about this soon. Great sessions from Stephen Maguire, Shawn Achor, Michael Brandwein, Chris Thurber, ...I could go on and on. I also thought Jean Kilbourne was fantastic, as was Seth Godin.

Curt Jackson

Natasha, what is your blog address?

Natasha Leigh

Hi Curt: I am at [www.MsDunnOnline.net](http://www.MsDunnOnline.net) :)

Curt Jackson

I like your education philosophy. :)  
It looks as though it's a new blog. Good luck with it. Keeping up with a regular posting schedule is difficult. I still cannot keep a regular schedule. Oh life, why can't you give me 10 more hours each day.

Natasha Leigh

Thank you! It is a fairly new website. I will be trying my best to keep it updated...I usually update the pages more than the blog part (which is something I'm working on doing more). I also run a classroom blog which takes up some time too. (I'm working at cutting my TV time in order to be more productive about my online presence).

Nancy A. Shenker

I posted my slides on SlideShare. It was a talk on branding and how to truly "Wow!" parents/kids in your marketing. If anyone in the group is interested, I can send him/her the link.

Matt Buczek

Yes Please Nancy

Kristen Widenmaier

Hi Nancy, I would love to see your slides too!

Cam Rowlands on 2011-03-31

Fishing equipment in Ontario - anyone have any suggestions where/what to buy?

Jayme Doyle on 2011-03-26

Hello everyone! I was just wondering, for those of you who hire internationals, how do you handle paying your international staff? We have attempted several methods in previous years, but have ran into a number of issues regarding various bank policies and the like. I would appreciate any feedback :) Thanks!

Paul Sheridan

We pay everyone at the end of the summer. They can draw on their salary throughout the summer, but the big paycheck comes at the end. We give our international staff their pay in cash. We issue the paystub with a debit for the cash, so it's all legal. That way, there are no bank fees, they can transfer the cash into whatever currency they like, and so on. I've asked the staff several times if they'd like us to handle it differently - check, debit card, whatever, and they've universally told me the cash works for them.

Matt Buczek

We used to cut the checks 3 days before the end of the session, then have the staff come down and sign the checks...take it to bank, cash it and pay in cash

Dan Lichtenstein

We're similar to Paul... all staff get paid at the end of the summer and can take advances throughout the summer. On the last day of camp, during some downtime, our International staff are allowed to go into town to cash their checks, get travelers cheques, etc.

Dan Weir

As soon as their paperwork goes through (aka have a Social Security Card to fill out the I-9 - usually 5 weeks of being at camp), they get paid like the Americans. Paycheck at the end of two weeks, can cash it at the local bank or we'll cash it for them.

Poodle Sugar Bay

Cold hard cash. There's no bank charges and they appreciate that they have the cash on hand as there is no bank anywhere near us.

John Rankin

We pay our international staff the same as we do our US staff. We run Payroll just before the end of the summer and issue everyone with checks that get handed out the last day of camp. Staff are also welcome to make small withdrawals from us during the summer to help tie them over

Marie Tubby on 2011-03-29

Can anyone help me that hires foreign workers, or US workers at their nonprofit camp. What exactly do you need to do for them to come and work or volunteer?

Marie Tubby

Sorry, clarification that is for workers coming to Ontario.

Curt Jackson on 2011-03-23

How do you handle bullying?

Rasheed Anthony

1st off, love the thundercat symbol!

Curt Jackson

Thundercats HOOOOO! - Thanks Rasheed

Colin Stewart

I find taking their lunch money so old school, I go for the entire book bag now.

Curt Jackson

Colin, you knucklehead, you know what I mean.  
I had a reader ask me this question on my blog and I know some camps and directors take a hard stance on bullying while others have a softer approach.  
Years ago a camp I was at went through the "Don't Laugh at Me" program. It was good but didn't seem to make any significant change in the campers, staff or how things were done at the camp.  
I was just wondering if there are any programs or specific ways of dealing with bullying that camp pros find works.

Colin Stewart

I think a mistake some people make is identifying it as bullying and not just "regular" misbehavior/fighting/teasing. In most definitions of bullying, there are three key characteristics.  
1. ongoing (it is not the same as conflict between two equals or random unprovoked aggressive acts)  
2. deliberate and/or intentional  
3. unequal it involves a power imbalance (this can result from size, number or higher social status)

Colin Stewart

All 3 should be present for it to be considered bullying. At my Camp we try to change the behavior to prevent the ongoing aspect of the behavior and thus rarely deal with bullying. When it does happen the perpetrators often find themselves on the end of a very short leash. Parents are informed, educated about bullying and an attempt is made to counsel their denial.

Natasha Leigh

Curt Jackson - I handle bullying by devoting significant time to front-loading (i.e., get-to-know-you games, team building, open forum, etc). There is a really great philosophy called Tribes that is amazing for creating a community. I use Tribes in my classroom and kids really appreciate the energizers, activities, and they feel safe in the environment.

Mark Hodgson

Great question, it actually excited me alot as I have just written a book that goes to print with a section on exactly this. One of the most important things I believe is to ensure that staff do not ignore bullying.  
I have no doubt that at you have in house expertise that can dealt with the of issue, it is the grass root everyday counselors that need to be proactive, so I would concentrate extra efforts on awareness.

Curt Jackson

Thanks Colin, Natasha and Mark for your input. I know we have a certain way we deal with this issue, but it's interesting to see how other camps deal with it.

Larry Bell on 2011-03-29

Ontario has day camp standards

Dan Kosmo Leaver on 2011-03-29

Alberta Camping Association (the other ACA) is working on Summer Day Camp Standards; are there any other camping associations doing (or have done) the same?

Kristen Widenmaier on 2011-03-26

Can anyone recommend some good scheduling software for mac?

Kristen Widenmaier

I'm making myself crazy still trying to use excel. If there is a better option out there, I haven't been able to find it!

Dan Lichtenstein

I am also curious about scheduling software for PC. We use an access based program which does the job but also has some big weaknesses.

Lori Turner

we use camp brain and really like it but we have to run windows through our mac, so I have both operating systems. I think this is fairly common.

Rebecca Stees

i am a mac user.

Rebecca Stees

can you describe your "scheduling" need?

Kristen Widenmaier

Hi Rebecca - I'm just looking for an easier way to create schedules for different camper groups. Ideally, I would be able to manage staff and locations, as well as put in certain items that would be the same for all schedules without have to re-do them every time.

Dan Lichtenstein

I'm going to piggy back as to what we're looking for. Our campers sign up for new activities on a weekly basis. Our week is broken down into two blocks with campers doing three

activities per day for the first block, then three more for the second block (the seventh day is cabin day). Campers select their activities, ranking their top ten choices, then they get six. We try to get their top six, but that doesn't always happen.

Andy Pritikin

[www.campminder.com](http://www.campminder.com)

Dan Lichtenstein

Thanks Andy... we do use campminder but didn't go over to their scheduling module as our internet service at camp was less than stellar, though we're getting improved broadband this year.

Andy Pritikin

I feel your pain- we're suffering on a quartermile long copper phone line DSL... You can do the scheduling somewhere else and print. Also, you can get a Mi-Fi from Verizon, or a hotspot phone (I have one, it's great)- these help bigtime.

Dan Lichtenstein

We're getting DSL, hopefully decent quality, but we'll find out. We've been using satellite for the last few years, and at times, its worse than dial-up

Rebecca Jess on 2011-03-23

I'm an Ontario camp and I need a whole lot of new sports equipment. Any suggestions of places with good bang for buck?

Relena Myers

We received a designated donation for sports equipment; so if you find a good place and need quantity it may be good for us to go together.

Kevin French

Flaghouse has good 'kit sales' in re-useable 5 gallon pales. Le Groupe Sports-inter plus is also reasonable great selection - [www.sports-inter.com](http://www.sports-inter.com) I have bought alot from them. Flaghouse is good about their warranties. <http://www.lettucemakethyme.com/> is also a good source of stuff that i've used! Good luck!

Rebecca Jess

Thanks, Kevin! And, Relena, I'll definitely keep that option in mind--may be a good excuse to visit one another!

Joel Winchip

Hey, Rebecca. As a PCCCA member, you get a significant discount with S&S; Worldwide and New England Camp Discounter. Please let me know if you have any questions.

Kirsten Verity

Flaghouse is definitely my standard. I have my own personal set of dodgeballs, and a parachute, from there and love them.

Rebecca Jess

Joel Winchip-can I get the discount even if I'm in Canada? If so, I'm in! Thanks for reminding me!

Jason Samuel

S&S; is pretty good, and they have great customer services. But if you are looking for best value. Call Ed from Camp Athletic Supply.



Nancy A. Shenker on 2011-03-29

More Tri-State musings! <http://www.theexaminernews.com/2011/03/why-i-love-summer-camp-and-what-we-can-all-learn-from-it/>

Curt Jackson on 2011-03-28

Congratulations 'Summer Camp Professionals' on reaching 300 members. The more members there are, the more creative brains we have to pick. Party time!

Ben Smoky Radley on 2011-03-28

Is anyone here familiar with F-1 Student visa's and what they allow for employment? Thanks.

Mark Hodgson

In my experience it is the amount that can be earned that is the issue, not necessarily the number/types of roles.

Paul Sheridan

We wanted to offer a job to a person who was in the States on an F-1, sponsored by her university. Her university told her she could only work if it was in an internship approved by her department. She wasn't studying in a child related field, so we didn't qualify, and she couldn't work for us. Anecdotal, but there you go.

Ben Smoky Radley

Thank you much!

Relena Myers

Being an immigrant from the US and hiring students from the US last year and again this year. I have found that there are definitely hoops to jump, but not so difficult if you just follow the process.

Alexis Dean on 2011-03-24

Hi! We're working on our emergency procedures manual and I was wondering if any of you would be willing to share yours? We're a small camp in the Baltics and we're creating almost everything from scratch over here, we'd love to hear what you're doing at your camps! Thanks everyone!

Jen Dundas

Hey Gurlie! I'll send you an email with some "stuff" :)

Jen Dundas on 2011-03-24

I'm preparing for upcoming Camp Director and Senior Staff Trainings. What words of wisdom would you share with Camping Professionals?

Chris Pot

Balance

Travis Allison

Hey Jen,  
We had a nice long talk about this on last week's CampHacker podcast (<http://camphacker.org/2011/03/leadership-training-rules-the-world/>).  
Some of the ideas that came out of it were:  
- spend time training the trainers (make sure people are prepared to teach their own staff)

- schedule rest to make sure that staff are mentally capable to absorb the info
- teach with variety: variety of methods, of locations, of A/V (give the powerpoint a rest... it's worn out), of activity levels
- make staff comfortable - it's hard to pay attention while sitting on the dining hall floor

Travis Allison on 2011-03-25

The CampHacker newsletter comes out tomorrow. Subscribe if you would like free summer camp management advice.

This week we focus on Leadership Training and our coverage of the Tri-State Camp conference.

<http://zoic.ca/campnewsletter>

Travis Allison on 2011-03-24

TheStar Making It: Captain #summercamp at the meaning of life <http://t.co/byhKZ0h> Story about @CampTawingo's Jack Pearse

Ephraim Shapiro on 2011-03-23

does anyone have experience bringing in a laser light show to camp?

Mark Hodgson

I have not, however it sounds like a great idea, would replacing a traditional firework display go down well? Interesting...

Mike Sladden on 2011-03-23

Greetings All! I'm owner-director at Pathfinder (est. 1914, Algonquin Park) We're a canoe tripping camp (boys). Question for you: who remembers or still uses the authentic woodcraft camp fire ceremony at council fire? We're looking to retrieve this piece of our past. Thanks!

Tink Rabey-Hall

You're looking for info on Ernest Thompson Seton, Woodcraft, Birch Bark Roll, etc. See <http://www.infed.org/thinkers/seton.htm> or <http://www.etsetoninstitute.org/WOODCRFT.HTM> or to get started. Have a friend who owns Tanager Lodge (Adirondacks) and they use this info heavily in their programming. May be willing to talk with you.

Mike Sladden

Yes, I'm on that trail. Thanks for tip, I'll also contact Tanager.

John Jorgenson

Hi Mike

I have a copy of Council Fires by Ellsworth Jaeger (1954). You are welcome to borrow it.

Mercede Rogers

hey Sladds - let's chat about this - shoot me an email and we can swap thoughts. we still do full camp council ring ceremonies a few times a summer. what is it that you're looking for?

Dan Weir on 2011-03-23

Anybody read Michael Brandwein's "Skill of the Day"? Is it worth the \$49.95?

Matt Buczek

Bought it at the conference.....not had chance yet

Chantal Jackson

hey Dan,

Chantal Jackson

I bought it at the conference - and have yet to read it. I think from what he was explaining when talking to him personally, that it will be worth it. I know he wrote the book, but he seemed so energized and passionate about it - I will let you know further!

Matt Buczek

I have yet to read a book by MB that I didnt get many ideas from.

Tink Rabey-Hall

Bought it at T-S...almost done. Yep, MB is worth \$49.95 and much more, if not for yourself then for younger staff trying to move up through the ranks. Great ideas as always!

Dan Weir

Tink, awesome to hear. Do you mind sharing 1 idea?

Travis Allison on 2011-03-22

Awesome piece of #summercamp history: the rolls of the Onondaga Camp staff who served in the Canadian Military in the great conflicts of the 20th Century.

Dave Graham

also of note is that the Onondaga rolls were stenciled and painted by a starving artist by the name of AJ Casson.....

Travis Allison

If you're reading this and wondering about AJ Casson - check out his paintings:  
<http://zoic.ca/f4nUYh>

Lyndsay Borschke

Wow- that's very cool!

Scott Rothschild on 2011-03-23

Scott Rothschild camp athletic supply - ed horowitz campsupply@taconic.net 518-329-2534 Tell him that Scott Rothschild from the ACA, NY/NJ Office sent ya...

Relena Myers on 2011-03-23

Greetings All:

I pray the smell of spring and sun has lifted your spirits as it has mine. I am looking forward to camp this summer, but have a few projects I am trying to get finished before then I am working on a possible Site Planning Long-term plan. Do any of you know a Canadian based company that has experience with site planning preferably in camping specifically.

Sincerely,  
Relena

Matt Buczek on 2011-03-23

95 Days, 20 Hours and 13 Minutes until the start of camp! Just saying.... :)

Lyndsay Borschke on 2011-03-22

Check out Nancy A. Shenker's article about the ACA Tri-State Conference:  
[http://www.nyreport.com/articles/79589/why\\_i\\_love\\_summer\\_camp](http://www.nyreport.com/articles/79589/why_i_love_summer_camp)

Dave Graham on 2011-03-17

Canadian Camp folks, today Howie Grossinger and I had an opportunity to meet with Minister of Transport Chuck Strahl regarding the Canada Shipping Act, 2001 and the canoe/kayak registration provisions. Happy to announce that at a news conference later on this morning Minister Strahl announced an immediate suspension to the regulations pertaining to human powered vessels, small sailboats and boats equipped with engines <10hp. Simply put, no need to register your canoes and kayaks as commercial vessels! The minister thanked Howie and Laureen Wray from the Alberta CA for their input on this issue in his remarks and Laureen made a great statement to the media after the announcement. Video and text to come shortly!

Kevin French

Thanks Dave and Howie for saving all of us from all that arduous paperwork!

Markus O'Brien Fehr

Good work guys!!

Alex McIntosh

Amazing outcome!

Marc Cooper

Does that mean I can throw out the 1906 receipt for the cedar canoe?

Shannon Kimberly

Ahhh thank you!!!!

Colin Stewart

Sanity prevails. Good to hear.

Beth Allison on 2011-03-21

Thanks to all those dedicated folks who made the Tri-State Camp Conference possible. We had a terrific time. Look for interviews with Seth Godin and Jean Kilbourne as well as exhibitors, presenters and attendees to be on CampHacker very soon!

Travis Allison on 2011-03-21

How do you grow the number of people visiting your camp's website (& therefore get more Google Juice)? Have a blog, post regularly, promote it.

Does your camp website have a blog?

Nicholas Smith on 2011-03-09

Camp shirts: Do you use the same design each year or create something new? Do you use in house designers or hire externally? What do you like the most about your favourite designs?

Mark Young

you may want to check out <http://www.thatcampguy.com/camp-clothing.html> for some unique designs.

|   |
|---|
| Lauchlin Burnett  |
| Check out <a href="http://www.camprightsleeve.com">www.camprightsleeve.com</a> or <a href="http://www.facebook.com/camprightsleeve">www.facebook.com/camprightsleeve</a> ! We'd be happy to show you our portfolio - email us at <a href="mailto:info@camprightsleeve.com">info@camprightsleeve.com</a> or call 416-924-8181  |
| Joe Richards  |
| We do a new design every year. I personally design the shirt's concept and then have my shirt company finish the idea. Favorite designs tend to be the ones that have more colour and are lasting without looking old. We do two shirt designs per year - a summer shirt design and a Christmas special design for campers who register before December 15 each year - my camper parents do not usually register that early - but the Christmas shirt allows parents to put camp under the tree as a gift and get some credit for it. |
| S. Preston Chuhon   |
| Our camp creates a new shirt every year. It's part of the history and legacy over the years. It lends to nostalgia, yearly excitement.  |
| S. Preston Chuhon   |
| My brother at <a href="http://www.facebook.com/linusco">http://www.facebook.com/linusco</a> has been doing shirts and embroidery for several camps in Canada.   |
| Will Shelton  |
| I like a system of 4-6 years for a shirt. It lets a shirt define an era, and builds up some consistent branding.  |
| Theresa McDonald-Lee  |
| I was just about to post that Preston! We have used linusco for several years and love the designs and personal attention we receive. Our tshirts always get lots of compliments and lots of sales!   |
| Theresa McDonald-Lee  |
| I should say that we have a new design every year - we try to alternate between one that is more for younger children and one that is more for teens.   |
| Grego Dow   |
| I design our shirts every year and often connect the design with the summer theme. I based this current year's design off of Billabong designs I saw on line. (Which I think is my best design to date). The best feature of our shirt this year is that I incorporated our Mission statement into the design.  |
| S. Preston Chuhon   |
| One thing I suggest with new designs, we don't put the year on the shirt because it makes it harder to sell leftover shirts in subsequent summers.  |
| Curt Jackson  |
| Grego, would love to see, and praise, your design.  |
| Grego Dow   |
| Hey Curt...follow this link to check it out   |
| Grego Dow   |
| oops...here's the link : <a href="http://www.facebook.com/album.php?id=138244179571537&amp;aid;=28997#!/photo.php?fbid=1">http://www.facebook.com/album.php?id=138244179571537&amp;aid;=28997#!/photo.php?fbid=1</a>  |
| Curt Jackson  |
| Very cool! Thanks for sharing, Grego.   |

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|---|
| Grego Dow   |
| Thanks Curt!  |
| Lyndsay Borschke  |
| Great concept & design Grego!   |
| Mark Hodgson  |
| New shirts can be a huge marketing tool to get people excited, you can offer designs to be chosen, build up to a release and so on.   |
| S. Preston Chuhon   |
| Camp Columbia include tshirts in the registration cost. One creative thing they do is they give the shirts to campers until they come back home on the bus. That way when parents come pick up their kids, they all look uniform and together, and they're in CLEAN CLOTHES!  |
| Gabrielle Raill   |
| Like many camps we include cost of the camp t-shirt in our registration fee. We do a new design every year on the back of the t-shirt (concept done by us, design done by the clothing company) and keep the camp crest the same on the front for continuity. On the last day of camp we have sharpies available so that campers can sign each others t-shirt... they all look forward to that. |

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| Jennifer H. Selke on 2011-03-15  |
| Doing 4 sessions on tech & social media at ACA Spring Leadership Conf April 13 & 15 Palm Springs<br><a href="http://bit.ly/g6GN0E">http://bit.ly/g6GN0E</a> - hope to see you there! |

|  |
|--|
| S. Preston Chuhon on 2011-03-14  |
| Twitter Alert! Post your summer camp's twitter url here so we can follow what you're up to this summer!  |
| S. Preston Chuhon  |
| <a href="http://twitter.com/CampDouglasBC">http://twitter.com/CampDouglasBC</a>  |
| Brian Murray   |
| I think this is the best list I have seen. Makes it much easier to share too!<br><a href="http://twitter.com/#!/CampLeadership/summercamp">http://twitter.com/#!/CampLeadership/summercamp</a> |

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| Marc Cooper on 2011-03-14   |
| Thinking of great ADP ideas for 2011. I'm leaning towards a fever theme. Two teams (ibuprofen vs acetaminophen) battle to get rid of the fever that has taken over. What kind of fever? Bieber Fever. Thoughts? |

|   |
|---|
| Shawn Stetson on 2011-03-14   |
| Adventureworks! Associates, Inc., Canada's leading adventure learning consulting company is looking for some contract facilitators for our spring and fall seasons. If you, or someone you know, have a desire to facilitate a variety of groups and have challenge course certification, please feel free to contact me. I have shared the link to our website and the job posting.<br><br><a href="http://adventureworks.org/Downloadables/Adventureworks%20Job%20Posting%20Facilitator%202011.pdf">http://adventureworks.org/Downloadables/Adventureworks%20Job%20Posting%20Facilitator%202011.pdf</a> |

www.adventureworks.org

Alexis Dean on 2011-03-13

ACA/ CCA staff: camper safety ratios: Can someone send me the latest safety ratios for various activities? I'm running a programme in the baltics and we have no state-mandated regulations. What are the ratios at your camps? We're swimming, sailing, high-ropes course etc. Our lifeguard ratio is 1:30, but what about maximum allowances for staff: campers?  
Thanks much!

Travis Allison

I know that in the OCA it's 1:4 for res. camp, 1:8 for day.

Alexis Dean

Awesome, thanks Travis! Do those numbers include ALL staff (incl. cooks, maintenance etc.) or only the staff directly supervising the campers?

Travis Allison

directly supervising - we'd have 2 counsellors for 8 kids

Alexis Dean

Thanks!

Mercedee Rogers

Hey there - you may want to consider the nature of the program you are running. We do a 2:6 ratio while the groups are in camp but once out on canoe trip and the risk is higher we up that to 3:6.

Natasha Leigh on 2011-03-13

I am trs excited for Tri-State! Please don't be shy and introduce yourself if you see me around :) I'll also be tweeting from @yoMsDunn.

Deb Krueger on 2011-03-11

Hello all! :-)

Shelley Buchanan on 2011-03-11

Hi All! New here...Shelley Buchanan. Long time camper, long time staffer and now long time Board Member! So happy to have found such a great resource!

Travis Allison on 2011-03-07

Raise a hand if you are going to the TriState Camp Conference next week!

Camphacker will be giving away free professional headshot photos and a chance to win a free Social Media Marketing Analysis (\$500 value).

Lyndsay Borschke

My hand is raised!

Rebecca Jess

Cairn is going! And we CAN'T WAIT!

|   |
|---|
| Colin Stewart   |
| Can you smell my armpit now?  |
| Adam Bell   |
| This hand and arm are raised high!  |
| Vanessa Doak  |
| I'm registered but don't think I can go because the flights are crazy expensive! :( HAVE FUN!! It's the best conference I've ever been to! SO GREAT!  |
| Tink Rabey-Hall   |
| Both hands up as well as both if my husband's! See you all there next week -- gotta' head out to Colorado for some skiing first :)!!!   |
| Natasha Leigh   |
| raise the roof!   |
| Travis Allison  |
| I am so excited to meet so many camp people IRL that I only know through twitter, FB, etc!  |
| Dan Weir  |
| Frost Valley YMCA will be there!  |
| Travis Allison  |
| Tristaters: Post your twitter handle here so we can make sure we follow you. I don't think there's an official hashtag so I propose something simple: #tristate<br>We're <a href="http://twitter.com/camphacker">http://twitter.com/camphacker</a> . I'm <a href="http://twitter.com/zoic">http://twitter.com/zoic</a> but I'll likely focus on the CampHacker account. |
| Lyndsay Borschke  |
| Official hashtag is #TSCamp. Follow @Camprightsleeve & @Borschke.   |
| Rebecca Jess  |
| Follow @cairncamps and @rebeccajess   |
| Travis Allison  |
| #TSCamp it is!  |
| Adam Bell   |
| @adam502, Our CIT director will be there, @pat311   |
| Travis Allison  |
| The CampHacker coverage of the conference can be found here: <a href="http://zoic.ca/TSCamp">http://zoic.ca/TSCamp</a>  |

Travis Allison on 2011-03-11

Are you getting good things from this group?

There is a similar group for your summer staff at <http://zoic.ca/campstaff>. Please add your staff to the group so that they can learn from other camps. I'm really excited that there are enough people here that the conversation is carrying itself but we need some more bodies in the Camp Leaders group for all to really benefit.

It's like a camp exchange with an LCD-monitor tan!



Aaron Shaughnessy on 2011-03-10

Has anyone here been required to put down money in order to get a merchant account that is used to process credit cards? I applied with Global Payments and they wanted me to put down \$30,000.00 . They told me that my credit and everything was fine but they didnt like that I took payment from customers and did not give customers product immediately. They said this raises risks of charge backs to them. Anyone have any ideas or better merchant banks in Canada?

Eric Naftulin

Assuming costco's in canada, that's who we use and it's a pretty good deal. used them for 12 years, no problems.

Patrick Birnie

I activated my global payments account through the OCA rate back in 2008 and i was not required to provide a deposit. I have heard others having the same issue but i would urge you to go back to them and ask why there is a double standard with a deposit only required from some camp clients and not others.

S. Preston Chuhon

Somethings wrong there. You might have talked to someone on a bad day. Like Eric says, go to Costco. Best deal around.

Dave Graham

I've advised a couple of camps on this and if you simply go back to them with a couple competitive offers from other places (like Costco and your business' bank) they'll back down on the deposit. It's their initial line with every camp I think but they back off pretty quickly.

Tink Rabey-Hall

Checking into another option for you as well. Should know by tomorrow.

Sally Moore

If you are a member of your area Chamber of Commerce they usually have merchant you can consider with a really good rate. Then should you find yourself over some dispute the Chamber is a really good Ali. Beware of Global they have some hidden costs.

Sally Moore

Never heard of such a thing as asking for such a deposit. What does it matter to them if there are cash backs. They always make you pay a percentage for the privilege of a cash back.

Stephen Fine on 2011-03-10

Anyone interested in purchasing a 20ft. cedar strip canoe? I have two of them in excellent condition. Needs new canvass. Barrie, ON area.

Travis Allison

How much do you want for it, Stephen?

Lyndsay Borschke on 2011-03-10

Sign up for any of the evening dinners at Tri-State? Its a great place to network & kick back after a long day at the Conference <http://ow.ly/4bmO1>

Colin Stewart

The cheapest meal is \$35 a head. I'm think there's an opportunity for meals (and thus social gatherings) for those of us who aren't as flush with cash as others. Just sayin' Camp isn't

the best paid profession, you know!

Matt Buczek

Agreed. I have always found that a couple of text messages and the word spread like wildfire...pretty soon theres a bar full of camp people re-visiting old friends and making new ones!

Adam Bell

If you're not on twitter already, join, and use #tscamp in your tweets. TriState was the first time I found twitter to be very useful. There are some great restaurants off the boardwalk that are great (and cheaper) that would be fun to have camp folks go together

Adam Bell

Colin, we usually pack a cooler with sandwiches also. We'll save you some room. :)

Travis Allison

We love the Mexican restaurant that's about a block or two from the Convention Centre

Eric Naftulin on 2011-03-10

What mom wants:<http://www.clickz.com/clickz/column/2031511/brands-target-moms-fusing-online-advertising-social-media>

Matt Buczek

10 years ago, we always marketed our camp materials towards mom....mom picked camp. Has anyone else noticed a shift?

I am finding more and more, children (even as young as 5) are being empowered to make the choice rather than Mom or Dad!!

Eric Naftulin

Kids have insane influence, that's for sure! But moms talk to each other like crazy so we market to both...and grandparents too!

Matt Buczek

Agreed. Its been a huge change that I have seen. There is no way my 5 year old will tell me where they are going to camp!!!

Dan Kosmo Leaver

moms/parents/grandparents write the cheques, so I feel that they trump children as main group to market to. not to say we should not market to them, but the final say is usually the mom.

Matt Buczek

10 years ago I would have agreed with you, no doubt. Every marketing I did was geared toward mom. In my demographic, its changed.

Lisa Sherman Fayne

I'm finding that mom and dad make a decision on the top three to five camps for their child based on recommendations/videos/brochures/websites - then their child will make the ultimate decision after they meet directors, visit camps and talk to current campers. It's all a very long and involved process now that has to be marketed to the entire family.

Eric Naftulin on 2011-03-09

Refunds: not naming names, but just read on 2 different camp websites: "No refunds for any reason." Ummmm, if this is your policy, the customer's policy is not to spend a single dime with your organization. We have a money back guarantee and if you don't stand behind your product/service, why should a customer take a chance on you?

Matt Buczek

Agreed 100% Eric. We do the same. Money back guarantee and full refund if parents cancel, for any reason.....we don't even keep the deposit. It encourages early registration!

Curt Jackson

@Matt, if a parent cancels a day before camp begins do you still give 100% refund? We have tiers of refunds depending on when you cancel.

Matt Buczek

Yes, we do. Our goodwill and reputation is worth more than a couple of hundred bucks

Dan Lichtenstein

I don't see how not refunding someone their money in May, for a spot that you can no longer fill isn't standing behind your product. Cancellations are a problem and we have a business to run. We have been using cancellation insurance for the past few years and this year really pushed it. Its much like trip insurance and we did our best to make people aware that a.) this was an option if they were worried about the need to cancel and b.) we would not be refunding money after our November 1st cancellation deadline.

Eric Naftulin

Matt: "Our goodwill and reputation is worth more than a couple of hundred bucks" BINGO!

Curt Jackson

Wow, that's impressive. Do you find that people choose your camp because of your refund policy? I don't know of anyone who didn't register for our camp because of our rather strict cancellation policy, but then again I guess I wouldn't know if they never say anything. But we do fill up.

Eric Naftulin

<http://www.alohabeachcamp.com/money-back-guarantee.html>

Dan Lichtenstein

First off, I don't believe that our refund policy is a lack of good will and I also believe that we have a great reputation. I'm glad that your policy works for your camp, but for us, as a 4/8 week sessions camp, each cancellation is several thousand dollars. I'll be honest, we used to give full refunds and we found that more and more, parents were taking advantage of it. Especially now that there is a cancellation insurance option for camps out there that is relatively well priced, we're very comfortable with our policy.

Daniel King

I wonder if the "no refunds for any reason" camps fill to capacity every summer. If they have excellent programming, staff, and facilities, their customers may be willing to give up the possibility of a refund. I'm not suggesting that is my approach. I'm just suggesting that some camps may be able to get away with it if their customers know the ground rules and if everything else is done with impeccable customer service.

Matt Buczek

Some defensive replies...funny. Wasn't meant to offend!

Matt Buczek

We find that having a full refund policy encourages very early registration. Its not a gamble if they get a refund. Once registered, we are confident that we build a relationship with families that cements a trust and brings them into our community. It is therefore VERY rare that we get any last minute cancellations. I should also point out that we are a day camp. Word of mouth in small communities has a much bigger impact than in resident camp communities (at least those that I have ran or been involved with. In conclusion, I would rather our community talk about how flexible and accommodating we are. I have no doubt that there are camps that fill every year that can afford to have a "zero tolerance" policy. We cannot and I don't think we would ever want to!

Curt Jackson

I don't think it was you Matt. I think it was Eric implying that camps that don't offer a 100% money back guarantee don't stand behind their programs. I can see both sides. It's an interesting conversation.

Dan Lichtenstein

A few things... first I think that the general tone of the initial post was a bit judgmental. When you say "not naming names..." implies a negative. I mean, when is the last time you said "not to name names, but you wouldn't believe who did the nicest thing for me today"...I also think that there are some assumptions that are being made that aren't accurate. The first was that a cancellation only cost a few hundred bucks, and if that were it, and there were only one or two, we'd be fine with it, but again, for us, a cancellation that we can't fill costs several thousand dollars. The thing is that while we may get a cancellation from a new camper who doesn't know us yet, its often times a long timer who found out his buddy wasn't going back or one who decided to go on teen tour instead. I believe that the commitment goes both ways. I would also say that as a residential camp, we certainly are effected big time by word of mouth and talk in the community. Like many other residential camps that I know, we have large populations in a handful of cities, so that does effect us.

As far as zero tolerance, we, like many other residential camps have a cancellation deadline (for us it's Nov 1st). The bottom line, though, is that what a cancellation means for one camp is very different than what it means for another. Really, its comparing apples to oranges to compare a cancellation at a day camp with flexible session plans versus a residential camp that only has a seven week session.

Eric Naftulin

Dan, sorry you took it as "judgmental." Not meant to be that way at all. You need to decide for yourself what works for your camp or what doesn't. If I'm a parent choosing between two camps -- or between ANY two organizations where to spend my money, if one says sorry no refunds, and the other says try it or your money back, that tells me they stand behind their offer. Now if you can figure out a way to be the first (or one of the first) resident camps to offer a money back guarantee, you've just created a HUGE marketing advantage over your competition and given UNTOLD numbers of new campers to try your program, just my 2.

Eric Naftulin

...UNTOLD numbers of new campers a REASON to try your program, just my 2.

Matt Buczek

Good points Dan. I had the same policy when I ran a resident camp. There are always exceptional circumstances....for example, a kid suffers a major illness or breaks a leg. While I agree in part regarding camp community, the tightness and effect of an action on the camp community in the off season of a resident camp, doesn't even compare to a day camp, in my experience of running both. My resident camp had almost 50% of the pop from 2 towns out of 2,000 campers.....that's a huge amount, it still doesn't compare to pulling all your campers from the same community. Day Camp and resident camp are a different beast though. Is 1 day camp ever full? I don't think so.

Matt Buczek

On a separate note, how do I break my post up into paragraphs? Every time I hit enter, it posts my comment!

Eric Naftulin

maybe you need to put html in there, like the break tag?  
don't know.

Eric Naftulin

Didn't work...I hit enter too and it posted my words right away

Matt Buczek

Dan seems to know the trick!

Dan Kosmo Leaver

hold shift and hit enter

it works! I'm enjoying the conversation.

Matt Buczek

Look at that!

Holy Cow!

It works!

Thanks Dan!

Dan Lichtenstein

Matt, thanks for sharing the perspective of having worked at both res and day camps.

Eric, I question how a cancellation policy is standing behind anything. When someone cancels in May, it almost always has nothing to do with the camp, yet it has a big impact on them. Yes, standing behind the product would be offering a refund if one's son or daughter doesn't return home having achieved A, B and C.

I also believe that there are many different demographics and personalities that we deal with. I can see some families and parents making decisions based on a cancellation policy, but I would be surprised if we had many, if any parents make their decision based on the policy. They're basing it on reputation and other factors.

S. Preston Chuhon

There's a gray area here that works well. We have a 10% non-refundable deposit. Refunding is part of running a business (and taking care of your customers). Our Customers/Parents do understand a non-refundable deposit, and normally a quick phone call and they're there the next year.

Tink Rabey-Hall

Thanks for this conversation. Lots of good things to consider.

Adam Bell on 2011-03-09

What are some posts you've made on your camp's facebook page that have gotten great feedback?  
We are doing well with today's post:

Do you have an inspirational quote or poem you learned at camp? Please share.

Adam Bell

also:

What do you want to be when you grow up?

What items should new campers bring to camp that they wouldn't think of otherwise?

Adam Bell

and of course, photos and videos get great response as well

Adam Bell

<http://www.facebook.com/campstellamaris> if you want to check it out

Travis Allison

A question on our staff alumni page: What is your favourite song to listen to when on dish

Theresa McDonald-Lee

We have posted a few questions lately that have gotten quite a bit of response - who were your role models at camp? What is your favourite meal coming from the Kintail kitchen? And what is the duty your cheer for on the duty wheel? (a wheel of fortune type wheel that that campers spin each morning to determin their duty/camp chore for the day).

Lyndsay Borschke on 2011-03-09

Drop by booth 414 at the Tri-State CAMP Conference exhibit hall to get yours!!!! They are so retro & fun! Every camper should be heading home with a camp pennant this summer!

Chantal Jackson

I will see you there!

Any fun sunglasses and photo ops?

Lyndsay Borschke

We will run a contest with the pennants! We will have a few pairs of sunglasses for anyone who shows Camp RS some love:) We are also asking everyone to sign our floor- just like a cabin wall!

Eric Naftulin on 2011-03-08

Early Bird Discounts...do you usually extend them past the original deadline to accommodate more families? (We usually extend ours by 1 week or so...)

Vanessa Doak

What we did this year was set our Early Bird deadline for Feb. 1st and you had to have your payment in by March 1st. Then, anyone who registered between those 2 dates, I let them know that if they paid before the March 1st cutoff date then I could honour the early bird rate. Families were very appreciative to receive the discount and paid immediately.

Dan Kosmo Leaver

we are a small not for profit, so we ask for the fee in full upon registration. Those in in time get the discount, those not, don't.

Matt Buczek

I did the same as Vanessa. Our EB is deposit by Sept 1st and full payment by Dec 1st. As long as they were paid in full by December 1st, We didnt care when we got the deposit.

Jason Smith

We are currently not doing an early bird discount, but have in the past done a register in 2010 get 2010's prices (for 2011) sort of thing. These have usually had a flexbile extension of a couple days to allow for mailing and etc.

Rebecca Jess

We extend ours for a week for the parents who missed the deadline and call us, begging for an exception. But we don't advertise it.

Joe Richards

No extension, better luck next year...no parents have asked.

Polly Pierce

At CFA, we don't do early bird discounts. What we do do is offer a sign-up gift if they sign up at the closing ceremony or by September 1st. Typically we get about 100 registrations by the end of the summer.

Curt Jackson

We've found, after offering early bird discounts and not offering them for a number of years, that it has no bearing on the number of campers we get. Since we have a good idea of what our numbers are going to be, we don't stress out when our registration numbers are low because we know that they'll go up as summer draws near. So we figure, why lose the money on discounts.

Will Shelton on 2011-03-08

I'm looking for a vendor for custom enameled charms and small craft kits for our Trading Post. Any suggestions?

Jeff Cheley

We have bought some great sterling silver charms from Camp Charms. They are around \$14 each. check them out at [www.campcraftcharms.com](http://www.campcraftcharms.com). Our campers have loved them.

Mercedee Rogers on 2011-03-08

It's our year - how will you celebrate at your camp???

Patti Thom on 2011-03-07

Hope that many of you will be able to come out and support the Kids In Camp Charity which helpds send children to OCA camps that might not otherwise be able to attend. Help us out by sharing the gift of camp by posting on your wall and encouraging friends to attend or support.

Colin Stewart

What is "OCA" camp?

Patti Thom

any camp that is a member of the Ontario Camps Association-there are approx 300 member camps. OCA is part of CCA (Canadian Camping Association)

Colin Stewart

Ahh!

Travis Allison on 2011-03-07

Summer Camp Festival from Ultimate Camp Resource:  
<http://www.ultimatecampresource.com/site/2011-Camp-Film-Festival.html>

...celebrity judges!

Dave Graham on 2011-03-04

For those member of this group that live in Canada:  
A summary of the new Transport Canada regulations on Canoes & Kayaks by OCA Board member Dave Graham...

1. If you have a canoe lesson at camp, instructors boats need to be registered as a commercial vessel
  2. If the staff member switches boats during the lesson, say to help or assist a camper, that boat needs to have been registered
  3. If you have canoe trips all guides boats need to be registered
  4. If they paddle in a different canoe during the trip that boat should have been registered
  5. To register 1 boat OR your whole fleet is \$50 however for EACH boat you must submit:
    - a.) Proof of purchase (even for those 60 year old cedar canoes... Still got the receipt?)
    - b.) If no receipt an affidavit submitted swearing you own the boat
    - c.) A photo of each boat
    - d.) About 5 pages of paperwork per boat for registration
    - e.) Display of 7 number registration on the bow of the boat... Even on those antique cedars....
  6. Same rules apply for kayaks.
- I suggest you write your MP....

Chantal Jackson

this is nuts.

Howie Grossinger

Those of you interested in writing to your federal representative can contact the Ontario Camps Association for a sample letter we have prepared to help us change this ridiculous legislation.

Alex McIntosh

That is Crazy talk... I'm sorry for all of you

Dave Graham

Transport Canada has posted a note that they are reviewing the new regulations to make them 'fair and sensible' but we need to keep the pressure up! Read the note here:  
<http://www.tc.gc.ca/eng/marinesafety/oep-vesselreg-smallcomm-tonnage-508.htm>

Markus O'Brien Fehr

more importantly, any letters sent to local MPs should absolutely be CC:ed to the office of Chuck Strahl, Minister of Transport, Infrastructure and Communities. He would have the ultimate say in decisions made by his ministry. His office contact is:

Hon. Chuck Strahl



Minister of Transport, Infrastructure and Communities House of Commons Ottawa, ON K1A 0A6

Phone: 613-992-2940

Fax: 613-944-9376

E-mail: Ottawa@chuckstrahl.com

Kevin French

We have 72 kayaks, 50 odd canoes and 12 sailboats... that's alot of paper... I'll be writing to Mr. Strahl.

Patti Thom

We have already written. I am just wondering what CCA is doing regarding this as this is federallaw rather than provincial. I realize that provinces have been contacted but I am wondering if that will become diluted and if we might be better to approach this collectively as a country?

Patti Thom

this is a great site if you want to read about more reaction to this legistaltion

Patti Thom

<http://www.boatwerks.net/boater-board/1/10942?p=54384>

Stephen Fine on 2011-03-05

CALL FOR RESEARCH PAPERS - Camp research symposium at the 9th International Camping Congress, Hong Kong, Nov. 4-7, 2011. Go to: <http://www.campingfellowship.org> and click on "Research" for complete information.

Eileen Gyles Andrews on 2011-03-05

Unless the law has changed drastically in the past 2 years, NY State BOH does not require that campers have physicals so the Med form is governed by others ACA, non profit org. etc As far as bringing them to camp. Our campers brought them with them. If they forgot it they were not able to stay. If it was just the parent forgot it at home they had 24 hours to fax it to us. If we didn't have it the child was sent home. FYI: We never had to send a child home.

Gwynn Powell on 2011-03-05

I was excited to learn about this group as I am no longer a full-time camp professional, but I support the learning of college students who want to be! I'm on the Recreation and Leisure Studies faculty at the University of Georgia and spend the summer at camp in Russia with students on a study abroad program in collaboration with CCUSA where we support the Russian youth camps by teaching English and sharing USA culture (baseball, games, etc.) I look forward to learning from y'all.

Dan Kosmo Leaver on 2011-03-03

Hey Friends! I am working on creating a composting program at my camp, and wondering if anyone else has already done this, and can give any tips?

Gwynn Powell

Contact Dale Robertson at [TheFarm@citcom.net](mailto:TheFarm@citcom.net)

Eric Naftulin on 2011-03-04

Anyone here use Facebook ads (or Google adwords) to promote camp? I'm not too big on paid advertising, but have used both in the past. Adwords is better IMO. Your thoughts?

Brian Murray

They serve very different purposes. The short story is Google Ads are good because if someone is SEARCHING for you camp then they are more likely further along in the search.

Brian Murray

Facebook ads are great for branding and communicating with your already active communities. A highly under used area of Facebook ads would be to target the people who are friends of people who are a fan of your camp.

Brian Murray

If someone is a fan of your camp, then they probably are friends with some other people who went/worked there! So in short I see ads targeted to gaining fans as having a huge upside. As a self disclosure, I work for <http://www.likeable.com>. Part of what I do there is using Facebook ads for large brands and companies

Michael Staires on 2011-03-04

I've got a question about medical forms. In NY, we are required to receive all forms two weeks prior to the first day of camp. Just wondering what to do about last minute registrations. Do you actually send kids home??

Andrea Daniel on 2011-03-04

hello - dre, here...been a member for awhile but never introduced myself. i've work at Camp Laurel in Maine as the admin manager for almost five years now. enjoying all the great info on here.

Eric Naftulin on 2011-03-04

Great article here on marketing to youth: <http://www.marketingprofs.com/articles/2011/4564/five-myths-about-the-youth-market-busted?adref=nl030411Five>

Travis Allison

Good eye!

Eric Naftulin

It's a pretty good read...

Travis Allison on 2011-03-03

Do Kids Need a Summer Camp Technology Vacation? CampHacker Ep. 10 with Joe Richards, Dan Weir, Rebecca Jess and Travis Jon Allison. Listen online at <http://camphacker.org/2011/03/summer-camp-tech-vacation-camphacker-10/>

Natasha Leigh

can't wait to listen!

Travis Allison

Thanks, Plinko!

Travis Allison on 2011-03-03

Do you do an email newsletter at your camp? What company do you use to manage your list? What's your strategy with your newsletter?

Dave Graham

Yes we use Constant Contact. They offer local seminars too which are useful too. Our strategy is consistent, regular, informational contact for families.

Dan Kosmo Leaver

the newsletter is created by a board member and I am always in 'conversation' about what should what shouldn't and format. I've started to get the newsletter e-mailed with our regular e-mail provider, and now with our online registration we have a tool to make mass e-mails to our campers much easier to handle. We're working our way up to having the newsletter work as a marketing strategy.

Rebecca Jess

We use Mad Mimi ([www.madmimi.com](http://www.madmimi.com)). I'm always recommending this company to people. Their customer service is incredible, the price is amazing (non-profits get a deal), it's very user-friendly and you can store as many photos as you want. Our strategy is consistency (once a month), lots of photos (stir up memories), camp news/information, and ways to help parents prepare to send their kids to camp (through articles, information, featuring camps, etc.)

Here is our March 2011 newsletter and our January 2011 newsletter

<http://mim.io/911dd>

<http://mim.io/72848>

David Schilling

I use a great smaller company that has experience working with camps. Cheaper and more personal attention than constant contact. If you want the contact info - send me a message and I will get that too you.

Polly Pierce

Our camp uses newsletters once a quarter. We typically create a pdf and then send it through our communication center we have with Active Network.

Polly Pierce

We have also been tapping into the power of blogging and have seen great success with that.

Brian Murray on 2011-03-03

Hey! Can everyone like this and take a look!

Check out the promotion I am running through MyColorWar in cooperation with Tri-State Camp Conference and Camp RIGHTSLEEVE.

I am so excited to go to the ACA Tri-State Camp Conference! What's not to "Like"?

<http://www.mycolorwar.com/promotion #TSCamp11>

Lyndsay Borschke on 2011-03-03

Here's a live link of the OCA Conference photos: <http://tinyurl.com/OCAConference>

Lyndsay Borschke on 2011-03-03

Full coverage of the 2011 OCA Conference now available at  
[http://www.snapnorthtoronto.com/index.php?option=com\\_sngevents&id\[\]=244561](http://www.snapnorthtoronto.com/index.php?option=com_sngevents&id[]=244561)

Take a look- you just might find a pic of yourself!

Thank you to Snap North Toronto for posting!

Thank you to Snap North Toronto for posting!

Curt Jackson on 2011-03-01

I would like to do a blog post highlighting great summer camp websites. I'm looking for sites that are really good looking as well as functional. Any suggestions? It can be your camp or another camp's site. Thanks.

Dani Shaw

I look at sites from time to time here are a couple I bookmarked for a variety of reasons:  
<http://mountaindaycamp.com/> <http://www.camphighlander.com/>

S. Preston Chuhon

I'm a web designer who works a lot with camps. Check out these two.

S. Preston Chuhon

<http://www.campkintail.ca/>

S. Preston Chuhon

<http://www.campdouglas.ca/>

Dani Shaw

Actually the map is the feature on this site that you should look at:  
<http://www.camphighlander.com/map/>

Curt Jackson

Wow, These are some neat sites. Love the map, Dani. It's very cool how they have the videos and names of different areas. Really like the colors of Douglas and the wood look of Kintail, too, Preston.

Gary Forster

Good luck with that. It's amazingly hard to find one that works at selling to first-time moms.  
Here are a few "partials"..  
<http://www.campjornymca.org/>  
<http://www.campmitena.org/index.php> and girls camp: <http://www.campfoss.org/index.php>  
<http://www.abbeyroadfarm.com/index.php> not a camp; but a good example of what sells to these moms. [http://www1.hilton.com/en\\_US/hi/hotel/KOAHWHH-Hilton-Waikoloa-Village--Hawaii/index.do](http://www1.hilton.com/en_US/hi/hotel/KOAHWHH-Hilton-Waikoloa-Village--Hawaii/index.do) is how the "pros" do it. Simple; one-click to get your answers. <http://lwycamp.org/ymca/> a great camp home page that gives mom enough to hook her, and answers just one click away.  
Happy hunting.

Stefanie Kahn

Check out <http://www.ramaquois.com/>

Curt Jackson

Thanks, Gary - some great things to think about.

Curt Jackson

Stefanie I really like Ramaquois' site. Everything works together so nicely. Thanks.

Stefanie Kahn

No problem. They recently relaunched the site with the new format - Glad you liked it!

Paul Sheridan on 2011-03-02

Some of you may have seen TED talks online (ted.com). TED hosts conferences, and spreads ideas, mostly through online videos. They get influential leaders and thinkers to talk about the problems of the day, and it's often powerful stuff.

They're hosting something new, called the TED ED Brain Trust. They're seeking educators, students, parents, youth development professionals to collaborate on ideas on how to improve education. You can probably see where I'm going with this - wouldn't it be nice if Camps were part of the conversation? I've already signed up. You can at <http://education.ted.com/>.

Travis Allison

Good eye, Paul!

Natalie Roberts-Day

I love TED talks. I think this would be a great opportunity.

John Jorgenson

I have spread that good idea to the ICF (International Camping Fellowship) Facebook site, as well. Thanks, Paul

Travis Allison on 2011-02-14

Want to be a camp podcast star?

We are looking for someone (or two) for our 5th Chair for tomorrow's CampHacker recording. 15:00 EST. Topic will be announced in the morning.

Anyone interested?

Thanks,

Travis

Dan Kosmo Leaver

sounds like fun, but I rely a lot on you guys to help me.

Mark Young

If you are still looking, I m up

Travis Allison

Hey Mark - I'm away right up until recording time so I won't have a change to bring you in this week. There'll definitely be another chance. Thanks for volunteering.

Travis Allison

Camp Pros - We record every other Tuesday (with an anticipated re-scheduling so we can record at TriState). If you are ever interested in appearing on the CampHacker show - even

last minute add me on Skype: traviszoic

Travis Allison

we could use a 5th host for this afternoon ( IE in 20 mins) if you are available

Travis Allison on 2011-03-01

Great #summercamp newsletter from <http://j.mp/gkOsc2> Joanna Warren Smith. Brilliant ideas this month. It's free.

Travis Allison on 2011-03-01

Name your favourite staff member ever ;-)

April Keighan on 2011-02-16

pre camp online training...any suggestions?

Mark Young

ACA has some great stuff on the profession training section

Dani Shaw

Link: <http://www.acacamps.org/knowledge/human/stafftraining-articles> as well as other lists in more specific topic areas.

Kristen Widenmaier

We installed our own course on our website this year using open-source course software - it's free! I used the content of our staff manual as a starting point, and built it up from there using a variety of uploaded documents and youtube links. The nice thing is you can add quiz questions at the end of each lesson so that you know the content has actually been absorbed. Not a substitute for in-person training, but a good way to get some of the "nitty gritty" out of the way!

Mark Young

April, a great source is to you jing and just create your own screen capture material. (okay a little techi) what that means is just make a power point on your desk top, record it using jing, and you have your own training.

Dan Lichtenstein

We used expert online training last year. They allow you to do two modules for free (in an attempt to rope you into buying their full package). We were very happy with the quality and presentation and decided to pay for access to their full library of modules/videos this year. Can't speak for whether or not its worth it as we're in the process of starting to review them and how we'll use them.

Evan Ryan Coulson

Hi Kristen, what was the open source course software that you used at your camp?

Travis Allison

@evan It could be <http://moodle.com/>

Travis Allison

I know that @Jane McCutcheon (camp consultant and group member) has a customizable online staff training program that we looked at with her last week. It looks really great

Kristen Widenmaier

I used Claroline (claroline.net) I did try moodle first but for some reason had huge issues getting it to install properly.

Evan Ryan Coulson

Thanks!

Travis Allison on 2011-02-27

Camp links in this week's CampHacker newsletter: Walden (ON), Sanborn Western (CO), Kanakuk (MO), Laurel South (ME), Liberty Lake Day (NJ)

Click here to read it: <http://eepurl.com/cM6jc>

If you have some news (or a cool video) that we can share in the March 12 newsletter email me at [travis@walkingmaverick.com](mailto:travis@walkingmaverick.com)

Howie Grossinger on 2011-02-26

Just want to let everyone know that the OCA is very aware of the situation related to canoe registration. The Board is meeting early next week to deal with the matter.

I will keep everyone posted.

Enjoy the weekend

Howie Grossinger  
President, OCA

Travis Allison

That's great, Howie. Thanks! (I just read my comment below about "where's the OCA?" - boy, that sounded snippy. Sorry about that.)

Howie Grossinger

No worries Travis. Looking forward to providing updates about all OCA activities and initiatives to this group and the entire OCA membership.

Travis Allison on 2011-02-26

Larry and Pearl Bell (members of our Camp Pros group) celebrated 50 years in camping this week. Congratulations to them!

Their party helped raise money for the Kids in Camp charity. Check out the great video of Larry and Pearl's camp life: <http://vimeo.com/20382285>

Mickey Black

I love this video! Who created it? Well done!!

Mickey Black on 2011-02-25

Hello- Mickey Black here, just joining in. Owner/director of 3 private resident camps in Northeast Pa. Looking forward to sharing ideas and info. and working towards a great season.

Travis Allison

Hi Mickey! Welcome to our camp community. Thanks for taking the time to introduce yourself. We'd all love to check out your website if you posted it here.

|  |
|--|
| Mickey Black   |
| <a href="http://www.pineforestcamp.com">www.pineforestcamp.com</a> |
| Mickey Black   |
| <a href="http://www.timbertops.com">www.timbertops.com</a>         |
| Mickey Black   |
| <a href="http://www.lakeowego.com">www.lakeowego.com</a>           |
| Travis Allison   |
| Awesome, Mickey. Thanks!   |

|  |
|--|
| Cam Rowlands on 2011-02-25   |
| Does anyone have any thoughts about this?<br><a href="http://www.thestar.com/news/canada/article/944588--boaters-fear-they-ll-be-up-a-creek-without-a-50-licence?bn=1">http://www.thestar.com/news/canada/article/944588--boaters-fear-they-ll-be-up-a-creek-without-a-50-licence?bn=1</a> |
| Travis Allison   |
| Great picture of Woody. Definitely something Ontario camps need to work together to fix.   |
| Travis Allison   |
| Where is the OCA in all of this? Nothing shows up on the website about it<br><a href="http://ontariocamps.ca">http://ontariocamps.ca</a>   |

|   |
|---|
| Travis Allison on 2011-02-25  |
| The CampHacker newsletter is coming out tomorrow ( <a href="http://zoic.ca/campnewsletter">http://zoic.ca/campnewsletter</a> ). |
| What sorts of things would be most helpful to you to learn in your inbox?   |

|   |
|---|
| Donald Enger on 2011-02-16  |
| How do you use a facebook page for your camp? I help run the facebook page for YMCA Camp Wapsie. Who else has done well using facebook for their camp?  |
| Mark Young  |
| If you really want the best at this you should talk to the guys over at mycolorwars. They are even putting up a wiki for each camp. With a special page for all the games that are not allowed at camp anymore  |
| Lyndsay Borschke  |
| Mark's right...talk to Brian Murray at MyColorWar.com...he's got all the answers!   |
| Travis Allison  |
| I know that both Cairn and Kintail have really active pages.<br>( <a href="http://facebook.com/cairncamps">http://facebook.com/cairncamps</a> + <a href="http://facebook.com/campkintail">http://facebook.com/campkintail</a> )   |
| S. Preston Chuhon   |
| Don't hesitate! Do it! There's not enough room here to say the merits of social media marketing for your website. But it's free and it's where all your target market (teens, kids, parents) hang out. So why not? Head over to <a href="http://www.camphacker.org/">http://www.camphacker.org/</a> They get it and can explain it better. :D |
| Will Shelton  |



Check out this camp in Southern Illinois. They have an extremely active page, and a large number of followers. <http://www.facebook.com/CampOndessonk>

Travis Allison on 2011-02-14

If we created a closed group (like this one) for summer staff of all camps would you recommend it to your people?

I (and a couple of others) would be monitoring and facilitating the conversation.

Adam Bell

I would encourage them to participate, definitely! I imagine only the "top" 20% or so would be active on it, however it would be very valuable to them. There are a few out there, however they are a bit random and don't have as specific a purpose as a group like what you are proposing

Dan Kosmo Leaver

i would echo Adam on this. there's some awesome young camp staff persons who could and would get a lot of a group like this, similar to how I am getting a lot from all you folks.

Rebecca Jess

I'd definitely be interested in getting our staff of board. We do a closed site for just our staff, but I think they could get a whole lot from a group with other camp staffs. And, perhaps, it'd help them get over the idea that "our camp is the best--no one else is as good." Of course we think our camp is awesome, but sometimes it's hard to get staff to realize that there are other great camps, great camp people and magical camp ideas out there that are worth sharing with each other to help enrich every camper's camp experience, and our own professional development.

Vanessa Doak

I agree with Rebecca! It's always great to chat camp with others who may not be from the same camp as you, especially so share success stories! Non-success stories are also a great learning tool as soon ideas may work for some camps and not others and through discussion we can learn from each other....the whole "Our camp is the best camp" is always the case with young staff members. One of the best forms of growth I ever experienced was from working at and learning from other camps and camping professionals. As a young leader (like our counsellors or even LITs) I feel that this group would also help pump them up for summer in knowing that there are other people out there their same age who "get it" - lets face it as a camp person, not many "city friend" do get it :P

S. Preston Chuhon

Love the idea. Our camp is in a location with a ton of other camps surrounding us. We have reached out to our neighbors and that network has been so valuable for us! If you can emulate that online... wowza!

Travis Allison

Awesome everyone! Thanks for your feedback. I'll post the link here when it's up and running. I am also going to be recording a screencast of it's creation. Then, if you want to create a group just for your staff you'll see how it's done.

Travis Allison

The Camp Staff group is now up and running please send your staff this link: <http://zoic.ca/campstaff>. All directors are invited to join as well!

Megan Graham on 2011-02-21

Is anyone on Youtube or Twitter? I'd like to follow more camps and camp people just to broaden the knowledge spread.

I'm on youtube - surpriselakecampAB  
and Twitter - surpriselakeAB  
anyone?

Linda Oakleaf

I'm on Twitter as @parks\_and\_rec. I also maintain a list of summer camps and accounts I think would be of interest to camp people.

Linda Oakleaf

This is the link to the list [http://twitter.com/#!/list/parks\\_and\\_rec/summer-camp](http://twitter.com/#!/list/parks_and_rec/summer-camp)

Rebecca Jess

Cairn is @cairncamps on Twitter and cairncamping on YouTube

Mike D'Avria

CampLeadership is both @mikedavria and @campleadership on Twitter, and our YouTube channel is <http://www.youtube.com/user/CampLeadership>

Paul Sheridan

we're on twitter @fourwindscamp

Janice Greenshields

Onondaga has a YouTube channel- camponondaga

We have also linked our fan page to twitter which works pretty well!

Natasha Leigh

I tweet professionally (as a teacher candidate) @yoMsDunn

Dan Kosmo Leaver

@danleaver and @kasotaeastcamp but i mostly retweet good stuff i find in camping, and ministry (particularly youth Ministry)

Ryne Witt

our youtube is @YMCACFA and we also have a blog that we update at least twice a week at [heyheycfa.blogspot.com](http://heyheycfa.blogspot.com).

Daniel King

<http://www.youtube.com/user/CampOndessonk> has proved to be a great venue for extending the Ondessonk experience. Our Twitter feed is:  
[http://twitter.com/Camp\\_Ondessonk](http://twitter.com/Camp_Ondessonk)

Lyndsay Borschke

@camprightsleeve, @ocacamps

Dan Lichtenstein

we're @northstarcamp and also have a youtube channel  
<http://www.youtube.com/northstarcamp>

Chris Luby

@lonehollow here! also camplonehollow on youtube

Travis Allison

I'm <http://twitter.com/zoic> and for camp related stuff: <http://twitter.com/camphacker>. Youtube videos (including the new 5 Tips for Social Media Marketing Your Summer Camp series) - <http://www.youtube.com/user/subtlevox>

Travis Allison

also <http://camptweets.com>

Lyndsay Borschke on 2011-02-21

Please "like" the official Ontario Camps Association Page:  
<http://www.facebook.com/pages/Ontario-Camps-Association/202700633079670?ref=ts>

You can follow us on twitter too! @OCACamps is where it's at:)

Kristen Widenmaier on 2011-02-19

For small camps such as mine, mailing costs add up quickly. How long do you keep a family on your mailing list if they haven't been "active"?

Dan Kosmo Leaver

2 years.

Curt Jackson

I would say 2-3 summers. I would still keep them on an email list though, at least until they ask to be taken off. It would also be a good opportunity to call those families and ask them if they want to remain on your mailing list, while at the same time asking them why they stopped coming. You might gain some valuable insight.

Jeff Linus Chuhon

Hey Kristen. We usually do 2 summers. We may rethink that as a cheaper postcard every year until they leave "camper age" may be a cheaper way to still take advantage of the mailing list without a lot of extra expense. I agree with keeping them on the mailing list. When they turn 15 hit them up for LIT and then at 17 hit them up for volunteering.

Rebecca Jess

I wouldn't underestimate the power of the online newsletter/notices--it's free (or pretty darn close, compared to snail mailing costs) and we always get a lot of response from them (we send them out once a month). Plus, families can be on the list forever and it doesn't really cost any extra. I HIGHLY recommend using MadMimi; their customer service is amazing, price is great (nonprofits get a discount) and it's super user-friendly. We also used Voice Shot for the first time this year with a recorded phone call reminder to families that it was registration time-- it worked really well, was cheap and got quick responses from families.

John Jorgenson on 2011-02-16

In the spirit of network building, I invite everyone in this group to check out and reach out to another group of professionals. On the one hand, we have a Facebook Group titled AIC Camps - associated with the Association of Independent Camps of the American Camp Association. The discussions include, but are not limited to, issues facing camps in the USA. Members are full-time and upper level staff of independent camps and other professionals associated with training or servicing the needs of those types of camps. On the other hand, we have Summer Camp Professionals - a diverse group of young and (a few not so young) camping professionals who are doing pretty much the same thing as AIC Camps in both Canada and the United States. Conversations on both pages are current and interesting and it can never hurt to know more of our associates. (Both groups are subject to invitation but I got in... so there is hope for most everyone!)

Travis Allison  
Thanks, Jorg! Can you give us a link to the Group?  
John Jorgenson  
AIC Camps <http://www.facebook.com/#!/group.php?gid=66165127177>  
Patti Thom  
you need to be an AIC member though right?

Travis Allison on 2011-02-16

198 members! Does anyone have a camp pro-friend who isn't in the group but could benefit from the discussion?

Dan Kosmo Leaver  
i got several pro-camp friends...  
Travis Allison  
smarty-pants.  
Curt Jackson  
Travis, this seem to be working...213 members. Thank you for having a place for camp pros to share. The more members there are the better it is for us all.  
Travis Allison  
Amazing! (and thanks Moose)

Adam Bell on 2011-02-11

I really like the new Facebook Page features. The ability to post as your brand or as yourself is very overdue and exciting. What are your thoughts?

Travis Allison  
I think that they are great features. I think it's incredibly important to get the FBML app installed on your page now (Even if you don't know how to use, or have plans to).  
Travis Allison  
(after March 10th we'll lose that app that has made pages so functional)  
Cheryl Williams  
I love having the ability to post as our brand! And I love that you can get a newsfeed for your organization... Any thoughts on why the FBML app will disappear? I quite like that feature...  
Travis Allison  
I don't know why Cheryl but I know that they will be replaced with iframes. If you have FBML installed it will stay installed.... for now.  
Cheryl Williams  
Interesting. Thanks for the heads up Travis!  
Eric Naftulin  
Fantastic breakdown of the new Facebook <http://tinyurl.com/4wj4u2t>

Eric Naftulin on 2011-02-15

Greatest Feeling in the World: You come across an old summer camp photo of a smiling kid. You don't even know who the kid is, but the picture makes you smile, too. Love that! : )

Travis Allison on 2011-02-09

Is anyone else running programs for single parents & their kids (watch the video)?

Dan Kosmo Leaver

two camps I've previously worked for did: [www.lambtoncentre.com](http://www.lambtoncentre.com) and [www.keemokee.com](http://www.keemokee.com)

Travis Allison

@Dan - what worked or didn't work with those programs?

Chris Pot

We do two weeks of this each summer, Single Mom's Camp. Almost always the best weeks of the summer. For the staff, it is a little more laid back, so it gives them some much needed down time and time to just hang out with the kids, moms and other staff. But more importantly, a great time for the moms and kids to get away from their everyday lives, but also to get a little time apart from each other in a safe environment. The moms get to spend some time with each other sharing about life's struggles, but also enjoy getting to know each other, and build some community with other single moms in the area. The kids get to spend some time with other kids in similar situations, doing fun camp stuff separate from their moms but also with their moms. A great opportunity to help out some great people!

Dan Kosmo Leaver

The one parent family camp was a great thing for the families. The mothers (there were occasionally dads) appreciated the work we did and the respite we offered them. The only thing that really annoyed me was that the parents were always late. As a super anal schedule oriented person, it annoyed me.

Dan Kosmo Leaver

I also found it difficult to program for the adults. We're so use to creating a place of fun and learning for children, we have trouble figuring out what the adults need/want. In the past, the Director's wife took on the programming for the parents, or the director went over and beyond expectation (and the budget) to woo the parents. At the camp I am currently at we offer a family camp, and we are still battling what to do with the parents. The fun part for me is that I can create building projects for the dads/grandpas for the camp.

Travis Allison on 2011-02-11

What camp problem would you pay \$50 to have solved for you?

For Example:

A staff training session on \_\_\_\_\_

A checklist for things to include in your welcome package

A staff manual section about boating safety.

No Limits. Go!

S. Preston Chuhon

I'd take a good book of campfire devotionals or vespers.

Will Shelton

Fix every broken water fountain. Or at least remove the ones that no longer make sense.

|   |
|---|
| Paul Sheridan   |
| Do our summer staff time off schedule, taking into account coverage needs, activity areas, trips, special days, and summer staff preferences.   |
| Lisa Palmer   |
| Maintaining energy until the very end... Ways for all staff to stay motivated!  |
| Travis Allison  |
| Great ideas! What about plug-and-play Crisis Management plans or liability checklists?  |
| Randall Grayson   |
| I'd pay \$100 for a campfire skit that met several criteria, such as no social cruelty or violence (etc.) and be funny. :) Seriously, if you've got one I don't use, I'll pay \$100 for it. |
| Randall Grayson   |
| (use already :-)  |
| Adam Brown  |
| I'd pay good money for no insurance headaches! Also for spreadsheeting all the close call/incident forms so trends could be seen.   |
| Rebecca Jess  |
| I 100% agree with Adam. I was just going to say insurance (especially since I'm still so new to dealing with it), but I'd go for incident form spreadsheeting, too.                         |
| S. Preston Chuhon   |
| I would pay so much more if we didn't share the same water source as the nuclear power plant next door. But then again, Super Powers week is really amazing!                                |

|   |
|---|
| Shawn Moriarty on 2011-02-14  |
| What are some of the ways folks are addressing the use or non use of kids wanting to bring their phones as cameras?   |
| Adam Bell   |
| We imply don't allow it, and educate parents about the policy. For photos we allow cameras to be brought in, and also sell disposable cameras during drop-off   |
| Adam Bell   |
| *simply   |
| Craig Hartley   |
| We allow them to use their phone as a camera as long as the SIM card is removed and handed to the office.   |
| S. Preston Chuhon   |
| We don't allow cellphones. We believe one of the values of the camp experience is to remove kids from their regular lives and show them new opportunities and make new friends. Cell phones let them connect to their regular lives too easily.                   |
| Paul Sheridan   |
| Same deal as Adam - we don't allow phones to be in the campers' possession, and we educate families on the rules We haven't had many requests, though. My guess is the parents would rather have their kids lose a \$60 Wal-Mart digital camera than their phone. |
| S. Preston Chuhon   |

Craig, great idea. But what if they have Angry Birds on their phone? :)

Mike Stewart on 2011-02-14

For those of you in Canada (or interested in Canadian camping news), the Canadian Camping Association / Association des camps du Canada recently launched a Facebook page:  
<http://www.facebook.com/CanadianCampingAssociation>. Please consider joining!

Linda Oakleaf on 2011-02-14

Hey, have any of you used camera traps for environmental education programs? Were you happy with them? How did you pick? What did you end up buying? Do you "bait" them to get pictures/video or not?

Travis Allison on 2011-02-14

Surprised and excited to see Ari Ackerman from Bunk1.com on this week's selling New York. So weird to see someone I've met on tv.

Travis Allison on 2011-02-13

Two great posts from the OCA Conference Content:  
1: Sol Birenbaum's Technology session slides - <http://slidesha.re/gofPjY>  
2: Joe Richards' notes from the conference - cribbed from his iPad: <http://zoic.ca/ffJxkA>

Thanks for posting!

Does anyone else have links to more slides from all of the recent conferences? (NE Y, ACA National, OCA?)

Michael Patrick Obremski on 2011-02-11

hello folks! I'm looking for some good books that will help a budding camp director? Any recommendations?

Gary Forster

You've already finished Richard Louv (good choice!) Next...  
"Good to Great" by Jim Collins;  
"Purple Cow" by Seth Godin (best marketing book...ever)  
"Stopping at Every Lemonade Stand"  
"The One Minute Manager"  
"Whale Done"  
"Reviving Ophelia- Saving the Selves of Adolescent Girls"  
"Raising Cain - Protecting the Emotional Life of Boys"  
"Bullyproof Your Child for Life" (Joel Haber)  
"Learning Leadership" (Michael Brandwein)  
"Training Terrific Staff II" ( " " )  
Seth Godin's Blog [www.sethgodin.com](http://www.sethgodin.com)  
Camp Business Magazine (free; and online)

Michael Patrick Obremski

Thank you Mr Forster!

Travis Allison

Hey Mike, I've been writing a Camp Leaders' MBA series for the Ontario Camps Association Newsletter this year. It's a series of books you can read to get an "MBA" level education in camp. You can find the articles here:  
<http://camphacker.org/?sort=&search;=mba>

Randall Grayson

[www.visionrealization.com](http://www.visionrealization.com) all free. :-)

Linda Oakleaf on 2011-02-11

Does anybody have experience with purchasing and using composting toilets? We're thinking of getting one for an overnight primitive site.

Travis Allison

Linda, we build our own composting toilets using instructions in the Humanure Handbook. All of the waste gets composted with the food scraps

Linda Oakleaf

Yeah, I think the Powers That Be in this case are much more likely to be more comfortable with something we purchase.

Shawn Moriarty

You can contact YMCA Frost Valley in NY. They have large style commercial composting toilets for cabins.

Kevin French

Kettleby Valley has a very impressive system....

Travis Allison on 2011-02-12

190 members! I was secretly hoping for 200 by Tristate (mid-march) but now I think we might hit 250 by the end of February.

Thank you so much to everyone who has made this such a valuable community.

If you want some advice about your camp business/staff/marketing/parents/campers, etc... just ask.

Rasheed Anthony on 2011-02-11

I just switched my feature! Good Lesson this morning. Been playing around with the new features for the past hour!

Travis Allison on 2011-02-10

If you would like an easy way to follow the camp conversation on Twitter (and there's some good stuff going on there!) check out <http://camptweets.com>

Evan Ryan Coulson on 2011-02-07

Hello all:  
What kinds of programs are folks offering out there for the adult (grown up camper) population? Do most camps offer adult programming during the school year, or are there some summer offerings as well?

Adam Bell



We offer family weekends throughout the year that are getting very popular (mom/child, dad/child, whole family). There is also a weekend just for women that has a long waiting list.

Adam Bell

It's tricky offering these programs and staying true to your mission. It's easy to give adults a great experience that is fun and relaxing, yet doesn't do what we do in summer. We've worked hard since creating these programs to get the adult participants to have the same feelings as our youth campers during the summer.

Mercedee Rogers

Hi there - our summer sessions finish towards the end of August and then we have a week or so (until Labour Day) of what we call September Camp. It is an opportunity for us to stay connected to alumni as it is mostly alumni that come. We offer one of our sites for families and adults looking to regain or fuel their camp youth. They have access to the activities, we even offer a kids program so the adults can do activities on their own if they like. It is fully staffed and a great way to end off the summer.

Adam Bell on 2011-02-09

A lot of camp professionals are at the ACA National conference right now. Follow on twitter at #acanat11

Brian Murray

<http://twitter.com/#!/search/%23ACANat11> If you want to directly follow along!

Travis Allison on 2011-02-01

Camp Fairs: Have you found that they are worth your time and money?

How do you measure success?

Matt Buczek

They certainly are! We are not selling Soda Bottles here! One camper makes the fair worthwhile. In my opinion you can't put a value on being seen and noticed. Becoming a recognizable brand in the industry is a must. I have also made great friends from other camps attending camp fairs....its a great networking opportunity!

Jason Sebell

I'll be blunt: no. I find them ill suited for resident camps these days and for the families considering them. We have halted participating in them completely.

Mark Young

Camp Fairs are like any marketing effort, if you can not directly track your results, don't spend your money. Most camps have no way of measuring where their campers are coming from. But will continue to spend money. The more you track the results of what is happening, the better your marketing will be.

Matt Buczek

Mark makes a great point but I think it is very easy to track what camp fairs you are pulling campers from!

Jason Sebell

But who are the people who notice that you aren't there? The camp agents, or actual potential clients? For the past 6+ years I have only been asked by people who make money off of me enrolling campers at their events, or the segment of alumni who somehow always

find a reason to enroll somewhere else. We stopped participating in fairs when we found that regardless of our displays and materials that parents weren't attending fairs to engage in conversation with camps like ours (we are a full-season only camp). Just as our effectiveness at fairs decreased the internet boomed for us, so the trade off has been more than fine for us. Purely our experience, and not necessarily applicable to others.

Matt Buczek

We do not give out brochures at fairs. We have a sign in sheet. We usually get around 45 per show sign in. Then we send our brochures. This system enables us to catch data to keep on our mailing list so even if they don't sign up that year, we are still on their radar in future years. We always get at least one camper from a fair

Curt Jackson

Our camp opened up to a new market a couple of years ago. The only advertising we did in that area were 2 camp fairs. So it was easy to see how effective it was for us, which it was. However, we have stopped going to certain camp fairs that have proven useless in our marketing endeavors.

Shawn Moriarty

I enjoy them for a couple of reasons. Depending on the fair. Some are awesome and the turn out is great! They also give me more practice in my elevator speech, allow me to micro-craft my camp message, and to talk face to face with parents. For me this year as the new director, I am using them to meet returning parents. And I am working on having a working on-line registration at the fairs I am going to. Here in Boulder the community summer fairs are well attended.

Eric Naftulin

Just wrote a new blog post on this: Do camp fairs still matter? <http://bit.ly/fffFct>

Adam Bell

We have a resident camp feeder program (2 or 3 days) that does very well at camp fairs. For our full week or 2 week sessions they are not as effective.

Will Shelton

A camp I've worked at takes the time to stamp all of the paper registration forms with a code depending on the method of distribution: "F" for fairs, "S" for school presentations, "A" for the referral program, etc. It was time consuming, but allowed really good data of what was being successful.

Joe Richards

It is harder now for the stamp method to work if the parents can download the registration form from the web.

Travis Allison

True, Joe. It is pretty easy to at specific camp fairs to the "how did you hear about us?" space on your online form.

Travis Allison

This week on CampHacker: Why Go To Camp Fairs?  
<http://camphacker.org/camphacker-8-why-go-to-camp-fairs>

Michael Patrick Obremski

Another perk to Camp Fairs is it sometimes gives you a chance to really size up the competition in the area. Most of the time you already know who's around but this gives you a chance to see their sales pitch, how they interact with parents and you can learn the

highlights of their program so it could give you a chance to see what others in your area offer and how you compare to them. Not as profitable as getting a few campers but helpful nonetheless.

Jennifer H. Selke on 2011-02-06

helping michael brandwein with his facebook page - trying to get to 25 - help so I can get the url <http://www.facebook.com/pages/Michael-Brandwein-Speaker/161937420524875>

Mark Young

Jennifer, building fans for a page is not that hard. I added 3000 to one of my pages in less than two days

Shawn Moriarty on 2011-01-26

What are some of your favorite interview questions that you ask?

Mark Young

In honor of Barbra Walters..If you were a tree what kind of tree would you be?

Nicholas Smith

You're fallen into radioactive sludge (the good kind, not the bad gamma radiating kind) and now have a super power. What is it?

Joe Richards

What was the last book you read for pleasure?

Randall Grayson

Standard question, uncommon analysis: If you could have one Super Power, anything you could imagine, what would it be? What about after that? There are 4 levels of answers to this question. 1 = fly/teleport etc (need for freedom), 2 = something unusual and quirky (creative, yet room to grow), 3 = a generalized wish for service (world peace), 4 = a personal power with a plan that would make a difference (the ability to have someone else understand another person as if they had lived that persons life, every minute of it, from birth until now; to do so would instantly end all conflict)

Curt Jackson

If you were to build an amusement park right here, what would it be like? What would the theme be? What kind of rides would you have?

Melissa Joy-McGeachie Macdonald

sing me a song

Marc Cooper

If you could have one superpower what would it be and why?

Travis Allison

Anything to get them to prove that they had done their homework: what's our mission? What would you change about our online registration form? Etc.

Eric Naftulin

Kenneth, what's the frequency?

Michael Patrick Obremski

If a song played every time that you walked into a room, what would that song be and why?

|   |
|---|
| Gary Forster  |
| Shawn! You know better! Use POWER Hiring because only PAST PERFORMANCE predicts FUTURE PERFORMANCE! Download the manual for free at <a href="http://www.garyforster.com/library.php">http://www.garyforster.com/library.php</a>   |
| Shawn Moriarty  |
| @Gary, I already use Power Hiring as the basis for my hiring questions along with questions about community experiences,  |
| Shawn Moriarty  |
| whoops, hit return, questions about group behavior and experiences in various situations similar to how Paul Petzolt built the NOLS curriculum. I was simply curious as to what people were asking. I love the interview process from both sides of the process. If I could I would interview all of my potential summer staff with the method I went through at Jewell. And thank you for providing that resource for this group Gary! Missed you at MACC. |
| Shawn Moriarty  |
| And for those of you who have not visited Gary's library on his site, go there NOW. No not tomorrow, NOW. I just did and found some new things. Thanks Gary!  |

|  |
|--|
| Travis Allison on 2011-01-25   |
| Giant Jenga (and it's risk management precautions) at Tim Hortons Onondaga Farm camp outside of Cambridge, ON.                                       |
| Do you have any games that you do on a LARGE scale at camp?  |
| Joe Richards   |
| Like the helmets are going to help - it is more like you need steel toed boots...We do Jenga, giant Connect 4 as well.                               |
| Travis Allison   |
| I used to LOVE our giant Connect 4! It was my favourite thing to do to spend time with counsellors and staff.  |
| Polly Pierce   |
| Giant Jenga is a favorite among our kids who don't want to swim.   |
| Melissa Joy-McGeachie Macdonald  |
| We have a Giant Chess board with Giant plastic pieces at Camp Augusta.   |
| John Jorgenson   |
| Giant Tic Tac Toe, Giant Domino set, Giant Mancala bench, 2 Giant Checker Decks  |
| Travis Allison   |
| Hi Jorg! I was hoping we'd hear from Tawingo on this. I would run out of exclamation points before I expressed how awesome I think Giant Mancala is. |
| Will Shelton   |
| We have a tarp painted with a camp themed version of Monopoly. It's a good rainy day option.   |
| Dan Kosmo Leaver   |
| RISK. Taking the concept of the board game and making it BIG.  |
| Ben Smoky Radley   |

I have a friend who does giant crochet. Giant mallets and bowling balls!

Chris Pot

With our staff last year we played a full body sized version of rock paper scissors!

Gary Forster

Deer Valley Family Camp (PA) plays Giant Battleship ... staff in wet suits and swim goggles stand up in plastic kayaks and wait to be hit by competing families using water balloon slingshots. "I sunk your battleship!"

Gary Forster

Hey Ben, giant CROCHET? What do they use for YARN?

Lyndsay Borschke on 2011-02-02

Hi all! Now collecting submissions for the next OCA newsletter! Please submit your articles to [lyndsay@rightsleeve.com](mailto:lyndsay@rightsleeve.com) for consideration. Deadline is Feb 15th.

Joe Richards

I just emailed you a submission. Let me know what you think.

Travis Allison on 2011-02-02

Are you heading into interview season?

Dan Weir, Joe Richards and Gabrielle Raill had some great ideas that they shared on CampHacker #3. You can listen to it here: <http://camphacker.org/camphacker-3-interviews>

Dan Weir

Great to hear!

Travis Allison

We're glad you like it Sheryl. Feedback is really valuable for us.

Lyndsay Borschke on 2011-02-02

Check out photos from the OCA Conference here:  
<http://www.facebook.com/album.php?aid=287589&id=138180332855>

Travis Allison

Thanks for posting those Lyndsay. @Markus has posted some more great pictures, too. People can check them out here: <http://zoic.ca/h55ErU>

Eric Naftulin on 2011-02-02

If anyone would like to write an article about summer camp marketing or submit a related blog post, please let me know and I will gladly post it on Camp Marketing News.com for others to see and share, thanks.

Eric Naftulin on 2011-02-01

How Social Media is Influencing Moms' purchasing decisions: How social media influences moms' purchasing decisions:<http://bit.ly/g1K1Rf>

Mark Young

Today, social media is the most powerful marketing avenue in going. If you include Youtube, it is a better buy than a \$2.5 million add on the super bowl.

Dave Graham on 2011-02-01

Interesting article in the Globe and Mail today. For those that attended Reb Gregg's session at the OCA conference last week it is a good companion piece.

Travis Allison on 2011-01-30

I'm looking to create a giant list of all of the charities that focus on sending kids to camp. Can you send me a link to the ones you know.

Locally we have <http://www.kidsincamp.com/> and <http://www.amicicharity.org/html/index.htm>

Paul Sheridan

Hey Travis - we have an internal financial aid program, if that would fit the bill. We reserve 20% of our spots for campers that need financial aid, all funded through donations. Check out [fourwindscamp.org](http://www.fourwindscamp.org), click on Parents > Financial Aid.

Craig Hartley

The OCA has a great list of bursaries at [http://www.ontariocamps.ca/parents/bursary\\_subsidy.html](http://www.ontariocamps.ca/parents/bursary_subsidy.html)

Mercede Rogers

<http://www.tscbf.com/>

Mercede Rogers

Many people think that the Taylor Statten Camps Bursary Fund is only for TSC camps, but that is not the case. It was created out of memory for Taylor Statten I (first President of the OCA). Please check out the website for more info and camps they sponsor.

Aaron Shaughnessy on 2011-01-31

Thanks for the invite Travis. A little about me: I own and run CapitalCamps.ca . We are a small sized summer day camp in the Ottawa / Orleans area. The camp has been running for the last 10 years and we are now in the middle of making changes in order to let us grow further i.e. online registration and a better camp database. Looking forward to learning and sharing with / from everyone in the group.

Travis Allison on 2011-01-29

Hot Topics being debated this afternoon at the OCA Conference.

Natasha Leigh

Would love to hear about the discussions generated in these sessions....please share.

Michael Patrick Obremski on 2011-01-30

Howdy Everyone! I'm one of those individuals who is on the hoping to be a full time Camp Director at some point in the not too distant future. I've been a seasonal director and would love to make that leap! I look forward to learning lots from all of you!

Rebecca Jess on 2011-01-29

New glasses! My eyes are so very attractive.

Eric Naftulin on 2011-01-28

Do you have an "About Us" page on your camp's website? Check out this video from Small Business Newz on the importance of having one and how to make the most of it. (I also put this on the Camp Marketing News.com blog but wanted to share it here, too :)  
<http://videos.smallbusinessnewz.com/2011/01/26/the-value-of-the-about-page/>

Travis Allison

Thanks for that, Eric. I just went to re-work our About page!

Eric Naftulin

I need to redo ours, too!

Travis Allison on 2011-01-28

Are you using Social Media to effectively market your summer camp?

Here are my slides from my 3 hour presentation at the Canadian Camp Director's Course this week:  
<http://zoic.ca/epYWCI>

Thanks to Jane McCutcheon and Jen Dundas for inviting me to speak (sorry I missed you, Bruce E.)

Thank you to those new camp directors who were at the course! Many of them have joined our group in the last week. Welcome.

Matt Buczek on 2011-01-28

Just spent a wonderful 2 days at the YMCA of Greater New York's Camps, attending the YMCA North East Conference. Great to see friends and some good resources shared as always!

Matt Buczek

Likewise Dave. Look forward to sharing and learning in the future!

Shawn Moriarty on 2011-01-26

What ways do people work with campers who have Celiac's ?

Randall Grayson

Udis bread and rice pasta! I have Celiac myself. Pamelas makes great flour mixes that can be used with most recipes. If it is a real pain, we have the kitchen make a small separate meal for the Celiac folks -- whichever is easier.

Mercede Rogers

Hi there - in the kitchen they accommodate with separate food. Before they head out on canoe trip we meet with the camper to figure out how we can modify the trip menu. That may mean teaching them and their staff how to bake and cook different foods. They then have their own utensils, pots, pans and wash stuff.

Lyndsay Borschke on 2011-01-26

Hey Ontario Camps conference attendees! We're running a photo scavenger hunt at the conference. Winner will take away \$500 discount off your next Camp RIGHTSLEEVE order, an amazing axe

from Graeme Cameron of Basecamp X, and awesome Camp RIGHTSLEEVE swag. Drop by booth 602/604 for all the details! Details being sent out via email as well:)

Mike Sladden on 2011-01-25

Tripping Camp Folks!

At OCA conference this week - a cocktail reception for the trippers

Thursday Jan. 27, 5:30 pm. Top Floor hospitality suite, Sheraton Parkway. This is a chance for the canoe tripping camp folks to get together over a beer and trade stories and issues, and catch up with friends. Get in touch and let me know you can attend! noonway, sladds

Mercede Rogers

Hey Sladds - the folks from TSC will be there, looking forward to it :)

Mike Sladden

so far, I've heard from a bunch of people, let me know you can be with us, looking forward to seeing everyone ...

Travis Allison on 2011-01-26

Speaking of the OCA conference... My session is at 10:30 on Saturday - 5 NEW Quick Tips for Social Media Marketing Your Summer Camp

Graeme Cameron on 2011-01-26

Hi everyone! be sure to come by and say hello at the OCA Conference this week. Base Camp X will have a display set up in the Right Sleeve booth, look for the axes!  
Here is a link to our Social Media and Tribe page.

Lyndsay Borschke on 2011-01-26

Watch Dave Graham, the Director of Camp Kandalore on Canada AM:  
<http://watch.ctv.ca/news/#clip407519>

Mercede Rogers

thanks for sharing this Borschke! See you tomorrow :)

Travis Allison

Thanks for posting, Lyndsay. I was sad to miss it this morning because of the Social Media Breakfast.

Travis Allison on 2011-01-19

#summercamp people: Raise a hand if you would download and listen to 3-4 short audio or video podcasts from each day of @ACA\_TS\_CampConf (distributed over the following 3 weeks).

They would be interviews with speakers, camp directors, keynoters, vendors, etc. Potentially a live round table full CampHacker recording.

Would you listen to that?

Scott Rothschild

Of course, said the Tri-State Conference Director :)

Travis Allison



|  |
|--|
| Say... Scott.. Think you could help me get 5 minutes with the keynote speakers?  |
| Mike D'Avria   |
| Absolutely. The more resources out there the better, especially since we can't go to any of the ACA events this year. Still working on raising those funds for bigger conferences.   |
| Adam Brown   |
| Absolutely. Best gathering of people who think camp in the world! Would be great to have access to them through a podcast.   |
| Dan Kosmo Leaver   |
| I don't know how to raise my hand on facebook.   |
| Scott Rothschild   |
| Are you talking about at the Conference? If so, maybe... Godin might be tough (Wed) - Jean might not be as tough (Friday)  |
| Adam Bell  |
| I would listen. I'd also be happy to participate   |
| Jennifer H. Selke  |
| I would love to - expecially since I can't be there  |
| Jennifer H. Selke  |
| I can email Seth if you want to try to interview him - I am not sure what sort of schedule he is on. LMK   |
| Beth Allison   |
| Well I'd listen...but I may be operating the camera!   |
| Joe Richards   |
| For sure I would - to help stay in the loop when we can't be there.  |
| Grego Dow  |
| I'd listen!  |
| Paul Sheridan  |
| I'd listen. Can I throw out a request for them to be listed in iTunes as podcasts for easy on the go listenings sake?  |
| Chantal Jackson  |
| I would totally listen. Camp Hacker is so helpful, especially for newer Directors. We attend Tri-State every year, but I would still find it interesting to listen to!   |
| Travis Allison   |
| @Paul - We'll likely throw them into the regular CampHacker feed so they'll be automatically available.  |
| Randall Grayson  |
| Yup. Categorized, and with points, would be lovely! Breakouts of the videos/audio would be even MORE lovely -- like this:<br><a href="http://cultureofempathy.com/References/Experts/Mary-Gordon.htm">http://cultureofempathy.com/References/Experts/Mary-Gordon.htm</a> |
| Theresa McDonald-Lee   |
| Definitely!  |
| Travis Allison   |

@Randall - Annotation is what we had in mind. I suspect the videos will be shorter than your example - 3-4 minutes. Thanks for the example!

Rebecca Jess

Absolutely.

John Rankin

I'd love to listen/watch them! Being in a foreign country this off season sure puts me out of the loop :)

Jennifer H. Selke

When Michael Brandwein, Gwynn Powell, and I ran the ACA National Conference in Orlando 2005 we got 5-8 min videos from over 30 speakers. It was a lot of work but really great to get their info into bite size chunks. We of course had CampTV support on the video side and one person dedicated just to schedule everyone.

Travis Allison

That's an awesome idea, Jenn. Were the videos available online after?

Jennifer H. Selke

well - it was 2005 so no they were not online. We did have a DVD and I am not sure how we distributed it. Now I think it would be great to get them online daily. Hit me up if you want to talk strategy. Too bad you can't come to SXSW Interactive before Tri-State!

Curt Jackson

Hey Travis "Jay Leno" Allison, It would be really cool to have a talk show style format. I always thought it would be neat if some camp people got together and did a weekly video cast in that style.

Shawn Moriarty

I would enjoy these!

Nathan Scott Brant on 2011-01-21

This is a great piece written by an international summer camp counselor from Ireland. He really captures "the-day-in-the-life" of summer camp. Enjoy!

Mike Sladden on 2011-01-21

Hello All!

I look forward to seeing many of you next week at OCA conference. For all of you tripping camps, please remember to gather on Thursday after sessions for cocktails and trip talk, hosted by Pathfinder on the upper floor suite of the conference hotel. Any camp running a trip program is welcome to come share stories, laughs and current topics in tripping. Noonway! sladds

Curt Jackson on 2011-01-21

Hey everyone. Thanks for having me. Where are the snacks?

My name is Curt and I run a blog, SummerCampProgramDirector.com, where I yammer on about camp programs and camp themes and such. I live in Northern California and have been in the camp/recreation/hospitality fields for 15+ years.

I'm looking forward to getting to know a lot of you. It's nice to see some other names and faces that

are good enough to share their camp ideas and thoughts on their own sites. By the way, that is NOT me in my avatar photo (just in case you were wondering).

Chantal Jackson on 2011-01-18

Final Night at Teen Week at the Glen Mhor Program at Cairn.

Lyndsay Borschke

Great photo:)

Travis Allison

Hey! Did I take that?

Chantal Jackson

not sure if it was you or aloe?

Natasha Leigh

think it was actually me.

Chantal Jackson

lol. Well...there you have it!

Natasha Leigh on 2011-01-21

Hello everyone, my name is Natasha, but at camp they called me Plinko! Thanks Zoic (Travis Jon Allison) for the invite to this group. I can't wait to read and share more about camp!

For those who don't know me, I am currently a teacher candidate at Brock University (Junior-Intermediate division: grades 4-10). I'm constantly referring to my camp background for back-pocket games, team building, classroom management strategies, and so much more.

Something I found very applicable to both #summercamp and #edchat: Tribes. Today I finished my third and final day of the training, and I'm officially Tribes certified. This program comes with my highest recommendation. ([www.Tribes.com](http://www.Tribes.com))

Do you already use Tribes at your camp?

Travis Allison on 2011-01-19

<http://zoic.ca/hCxDL> Nathan Scott Brant's article arising from yesterday's awesome discussion during the CampHacker 7 recording

Chantal Jackson on 2011-01-19

Anyone know of any leadership building or group games that would be appropriate for our upcoming hiring day? Or any good new books out that would be helpful? Just trying to freshen things up! Let me know...

Adam Brown

Haha. Not to be schleppey, but:

<http://adventureworks.org/360%20Games%20for%20Group%201.htm> "Games for Group" by Chris Cavert and Friends. It's pretty great. Good mix of high energy games and more low-key interactive/visioning stuff.

Chantal Jackson

not schleppey at all...thanks

Travis Allison on 2011-01-19

Member in the News: Dan Weir from Frost Valley Y quoted in Hudson Valley Magazine's summer programs issue. <http://zoic.ca/hLfFAu>

Dan Weir

Thanks for the plug! It's also now the CampHacker podcast, not CampNation.

Travis Allison on 2011-01-18

Show us one of your favourite photos from camp this summer.

Travis Allison

Thank you for your amazing photos (why didn't I think of that before??)!

Travis Allison

If you have other camp friends or co-workers who would add something to the discussion you can forward them this address: <http://zoic.ca/CampPros>

Daniel King on 2011-01-18

Camp Ondessonk, July 2010 - A fire loving camper from Notre Dame Elementary School in Kyoto, Japan.

Travis Allison

That kid is saying "I RULE".

Dave Graham on 2011-01-18

Chapter Fire.

<http://www.facebook.com/photo.php?fbid=10150167216207571&set;=a.10150167216027571.366695.6495407570&pi>

Lyndsay Borschke

Gorgeous!

Rebecca Jess

Amazing! Who gets the photo credit?

Dave Graham

Marcus Brunnmeier took this photo and he has been coming to Kandalore for 15+ years.

Chantal Jackson

awesome.

Chantal Jackson on 2011-01-18

Hello everyone. My name is Chantal Jackson and I am one of the Co-Directors of Cairn, in Baysville ON.

This coming weekend we are running our annual hiring day for our Resource (Senior) Staff. We run a hiring day in addition to 1:1 interviews to see how all of our applicants will connect with one another, how well they will work together as a team, who takes initiative, who steps back etc. It also aids in seeing leadership potential and allows us to better place our Resource staff in specific roles/positions.

I am just inquiring if any of you know of any new, exciting, leadership-based, or thought/discussion provoking activities that we could use for our hiring day? If you know of any effective activities that we could use that have worked for your staff, please let me know!

Happy camping everyone - hope you are having a fantastic day.

Will Shelton on 2011-01-18

From the last day of my middle school day camp, Camp Outrageous.

Dan Weir on 2011-01-18

Rock climbing at our Tower. (Frost Valley YMCA)

Gary Forster

Hey Dan, how soon do you plan to make your tower comply with the new Y logo?  
That will create some whole new routes!

Dan Weir

Gary, I know! When the new logo launched, I joked about getting out there with a jig saw.

Dave Graham on 2011-01-18

Mattawa River Canoe Trip

<http://www.facebook.com/photo.php?fbid=10150167216507571&set;=a.10150167216027571.366695.6495407570&pi>

Rebecca Jess

Awesome shot. Which lake is this on?

Travis Allison on 2011-01-17

Camp friends: What camp-specific blogs do you follow? URL pls. I want to make a resource list for CampHacker.

Thanks!

Sol Birenbaum

<http://marlacoeman.com/atom.xml>

Randall Grayson

Below are some -- be interested to know what I'm missing :) <http://greatergood.berkeley.edu/>

Summer camp program director

<http://www.facebook.com/pages/Summer-Camp-Program-Director/187443017947985>

Curt / The Moose = <http://summercampprogramdirector.com/>

<http://www.facebook.com/BayNVC>

<http://www.facebook.com/EmpathyCenter>

<http://www.facebook.com/CampHacker>

<http://www.facebook.com/JeffreyLeiken>

[www.camp-consulting.com](http://www.camp-consulting.com)

Scott Arizala <http://www.thecampcounselor.com/>

Chris Thurber <http://www.campspirit.com/>

Jenn Selke <http://thecampdirector.com/>

<http://jennselke.com/>

Bob Ditter <http://www.bobditter.com/>

Joanne Smith <http://www.camp-consulting.com/aboutccs.html>

<http://www.ultimatecampresource.com/>

<http://www.campdoctor.com>

Gary Forster <http://www.garyforster.com/>

[http://www.kimaycock.com/Camp\\_2\\_Campus/Resources.html](http://www.kimaycock.com/Camp_2_Campus/Resources.html)

<http://www.kaleidoscope-inc.com>

<http://michaelbrandwein.com/youth.html>

[www.visionrealization.com](http://www.visionrealization.com)

<http://camphacker.org/>

<http://campleadership.org/>

[Wilderdom.com](http://Wilderdom.com)

Travis Allison

Wow, Randall. That's brilliant. Thanks for posting all of those!

Travis Allison

PS: Sol, your's was good too!

Nathan Scott Brant

Jill Tippograph: [EverythingSummer.com](http://EverythingSummer.com)

Nathan Scott Brant

I don't thing Randall had that one yet! :-) Don't forget <http://nsbrant.wordpress.com/>

Travis Allison

There is also <http://www.campmarketingnews.com/>

Eric Naftulin

Thanks man!

Randall Grayson

<http://sethgodin.typepad.com/>

Lyndsay Borschke on 2011-01-18

Sunset paddling at Ahmek. Prep for the Ahmek A- Evening program for the last night at camp.

Travis Allison

Skillz!

James D Mostek on 2011-01-14

Staff Salaries.... What do you pay? First year staff? Second? Third? Each level of your Summer chain of command? Program Directors?

Rebecca Jess

Our camp uses a sliding payscale based on your years of experience and the year of post-secondary you're entering in September. A one month LIT program counts as 1 year of

experience to encourage campers to be LITs, since it means you start higher in the payscale once hired (and we've already trained you, which is a bonus for us). Basically, it doesn't matter what job you have, we use this payscale because we feel it places value on your experience in the industry and school, which we understand is expensive.

Travis Allison on 2011-01-14

Dave Bell & Mike have a great new series of videos up on the CampLeadership.org site on off-season revenue featuring Susan Coker  
[http://www.youtube.com/watch?v=A2-QRt9PwPY&feature;=player\\_embedded#!](http://www.youtube.com/watch?v=A2-QRt9PwPY&feature;=player_embedded#!)

Check out the original articles here:  
<http://campleadership.org/videos-from-experts/susan-coker-marketing-non-summer-programming>

Scott Rothschild on 2011-01-08

Two FREE webinars coming up this month that are sponsored by the ACA Tri-State CAMP Conference: <http://www.aca-nynj.org/webinars-conference-details.php>

Travis Allison

We always get a bunch of great info from the Tri-State Conference.

Rebecca Jess

Is there any way to sign up for these online, or do they have to be mailed in?

Scott Rothschild

Hi Rebecca...

Scott Rothschild

You can also email to me [scott@aca-ny.org](mailto:scott@aca-ny.org) or fax it in to our office

Rebecca Jess

Awesome. Thanks, Scott. I'll send an email today.

Travis Allison on 2011-01-10

Have any of you made "narrative" videos at your camp? Do you think it works as a marketing tool?

I have always loved this video from Camp Mini Yo We: [http://youtu.be/IWGdzZemS\\_0](http://youtu.be/IWGdzZemS_0)

Mark Young

Travis, I would love to see a camp do a video "walk through" of you cabins, dinning hall, etc. Nothing drives me crazy as going to camp website only to have no idea what the place looks like

Travis Allison

That's a great point, Mark. If you have a real estate agent client-family or an agent on your board you could get them to bring in the folks who do the 360 view photos, too.

Mark Young

TRavis, you don't even need that. Just grab a flip camera and walk through talking to the parents.

Travis Allison

good Point. Sometimes I pick the complicated way of doing things.

Nicholas Smith

If you're doing a 'walk around' video, take the time to make a cheap 'steadicam' (<http://littlegreatideas.com/stabilizer/diy/>) so your end result looks more professional and less Blair Witch Project/Cloverfield.

Travis Allison

I've made that steadicam! It works really well.

Travis Allison

(oops) I've also found that if I want to walk around and talk to the camera you can use a cheap monopod and tuck it into your hipbone and it will stay quite steady. Like in this video: <http://camphacker.org/post/464167352>

Will Shelton

<http://www.youtube.com/watch?v=BKD54D-PIIA>

Will Shelton

Here's one from a camp I used to work at. Not so much a narrative, but a showcase of the site, and of the "scary" maintenance guy.

Travis Allison

I love it! It's a great idea to do something like that when the leaves are off the tree, too.

Travis Allison

It's amazing how much camps can look so much alike.

Shawn Moriarty on 2011-01-12

Does anyone here use Spectrum NG software from CSI? Just curious.

Travis Allison

What's it used for Shawn?

Shawn Moriarty

It is a management software for organizations. We are getting it for our Y association and I am sitting in a training. And like other systems fitting camp into the system might be a challenge. It manages accounts, memberships, payments etc.

Bob Olajos on 2011-01-08

Hi,  
I'm Bob Olajos. Sorry, not a camp staffer, but have been associated for many years (camper, program and site staff, guide) with Camp Wanapitei in Temagami, Ontario. Nowadays I work with an organization called Friends of Temagami. We are an all-volunteer organization dedicated to conserving wilderness and encouraging quiet recreation in northeastern Ontario. I've recently been working with Mercede Rogers on the identification of "off the beaten path" canoe routes used by Taylor Statten Camps. This work will help get the routes and portages a modest level of protection from logging and other incompatible uses.

Through this group I hope to make connections with camps who paddle in Temagami. (Hi to Sheryl Yip below!)

Travis Allison

Hey Bob, It's great you introduced yourself. Sounds like you're doing great things!



Will Shelton on 2011-01-07

Has anyone used google forms for online staff applications? Any problems or pitfalls to avoid?

Joe Richards

I just started using them. No problems so far.

Marran Linsky

I use Formstack.com for online forms - it's an annual or monthly membership but it's cheap and you can use it for many forms. I think it's great. We use that for campers, staff, parents...

Joe Richards

Just did two more tonight. Discovered benefit over my old forms - because the responses are stored in a google spreadsheet I can edit their responses if they email a correction. So far so good. The forms are limiting in the visual setup but are functional. Check them out at [www.pearcewilliams.org](http://www.pearcewilliams.org) they are in the staff section.

Travis Allison on 2011-01-07

Members in the Media:

- Camp Robin Hood's senior directors recognized for 50 years of service: <http://bit.ly/dLezht>

- Jason Taylor (a Campy who oozes creativity) has a song in a cool contest - vote for him here: <http://bit.ly/eQwT5l>

Travis Allison on 2011-01-06

Would you like to sit in our "5th Host" chair?

The CampHacker podcast is looking for some diversity (and another educated opinion). We are going to make a greater effort this year to bring in more guest hosts and we'd like to focus that chair on Day Camps.

If you would like to be considered for a one-time or recurring role in the 5th Chair, please send me a message with a bit of information about you and links to what you do on the web.

[travis@walkingmaverick.com](mailto:travis@walkingmaverick.com)

Rebecca Jess

I will, if you ever want to interview a newbie.

Travis Allison on 2011-01-06

CampHacker 6- New Sources of Revenue for Summer Camps

Now available online at <http://bit.ly/NewRevenueSources>

If you'd like to automatically download new episodes when we post them: <http://bit.ly/9fM3fR>

What creative revenue sources have you seen? At your camp or at others?

Chantal Jackson

Awesome podcast guys. Very helpful.

Travis Allison

You're welcome, Matchy.

Matt Buczek on 2011-01-03

Hello Gang

I am looking for some reputable dealers to buy Row Boats and Pedal Boats from!

Not many vendors on the ACA site.

Thanks for your help!

Patti Thom

Hi Matt

Patti Thom

Try The Paddle Shack

Patti Thom

<http://www.paddleshack.ca/>

Matt Buczek

Thanks Patti!

Gary Forster

Hi Matt,

Avoid paddle boats like the plague. Unless you pay THOUSANDS each, they break constantly, so they're on the beach instead of in the water. And though kids LOVE to "go in the paddle boats!" they get fed up with how slow they go almost immediately, and are eager to get back to shore. You can get GREAT kayaks from Dick's sporting goods for \$200 to \$300 each, and kids will love them.

Paddle on!

Travis Allison

THANK YOU, Gary. Couldn't have said it better. Paddleboats have exactly the wrong PITA to pleasure ratio.

Matt Buczek

Thanks Gary. Thanks Travis.

Matt Buczek

We use our Paddle boats for our 3,4 and 5 year olds. We have got about 15 years out of this last lot and it was only a freak accident off season that damaged 2 of them. Canoes, we are good on. Everywhere it seems sells canoes but not paddle or regular row boats! GARY - I will see you at the NE YMCA conference at the end of the month. A business that I am involved in is sponsoring some events at it. Check it out: [www.3adventures.com](http://www.3adventures.com)

Travis Allison on 2011-01-05

Famous Camp Alumni

I have started a list of camp alumni that have gone on to become famous. Mostly just for personal information but partly to be able to prove that a camp experience is valuable to everyone.

<http://bit.ly/FamousCampAlums>

If you know of people (from your camp or not) I invite you to add them on the Google Doc in that link.

Travis Allison

Some great additions this aft - can't believe I forgot Trudeau's and Mulroney's. I suppose that we could also include the President's daughter.

Mercedee Rogers

The Trudeau's remain a big part of Taylor Statten - there is a commemorative plaque in the dining hall for Michel and a dinner each year in his honour.

Patti Thom on 2011-01-04

BUSING locations for drop offs and pick ups

Hi all-not sure if you are aware BUT Yorkdale is no longer a spot for camp buses for the next two years. Anyone have ideas for areas that could be used Toronto or North Toronto or just north of TO?

Rebecca Jess

Does it have to be on a TTC line? Have you considered a church?

Patti Thom

Hi Rebecca not it doesn't have to be on a TTC line but it needs to be able to take 5 buses and a transport for 12 different dates :)

Mike Sladden

We do/pu at the service centres on Hwy. 400 N/S near the Major MacKenzie exits. Parents don't seem to mind.

Dave Graham

We are looking at Fairview and our backup location has always been Vaughn Mills.

Patti Thom on 2011-01-04

Hi all

Just wondering who has a supplier for Lapidary equipment/supplies?

We had a great one but long gone from Toronto and we would prefer to buy in Canada

Thanks!

Travis Allison

Hi Patti, I don't know if these folks are any good but they are Canadian:  
<http://www.greenslapidary.com/pages/default.asp>

Patti Thom

Hi Travis We have used them before-no great with delivery .....

Sarah Shaw on 2011-01-03

Happy New Year everyone. Thanks for welcoming me to the group - I have been Director at Glenbrook Day Camp in Stouffville, Ontario for 10 years but on staff here since 1990 (oh goodness I'm old!!!). [www.glenbrookdaycamp.com](http://www.glenbrookdaycamp.com)

Our latest adventure is adding a program for young adults with Special Needs - Unbound - and we're having a lot of fun with that.

I'm looking forward to learning and sharing with all of you. Feel free to check out our blog too ([www.glenbrookchuck.com](http://www.glenbrookchuck.com)) - our latest foray into the world of Social Media marketing - and become friends with Chuck T. Chicken on Facebook.

Travis Allison

Hey Sarah. Thanks for introducing yourself!

Travis Allison on 2011-01-04

The Canadian Camping Association is holding a course for new (& newish) camp directors on Jan 23-26 at Tim Horton Onondaga Farms. A great idea if you want to make sure your are on the right track. All welcome.

<http://bit.ly/CampDirCourse>

Grego Dow on 2011-01-03

Hi I'm the Director of Camp McGovern. We are a charitable Agency-based camp catering to underprivileged children in Southern Ontario. I Started as a summer camp staff in 1991 and made it a career when I became McGovern's Director in 2003. Great to be a part of this network and look forward to gleaning some useful tips and advice from this forum.

Travis Allison

Thanks so much for taking the time to introduce yourself, Grego!

Rebecca Jess on 2011-01-04

We're going to need to bite the bullet and get a meat slicer this year. Any Canadians have suggestions on where to get used (but still good enough for the health inspector to approve!) meat slicers? Any good restaurant auctions out there or commercial kitchen appliance e-bays/craigslist that you know of?

Jennifer Jean

Hi Rebecca - not sure where you're located but contacting local businesses for a donation might work. They also may be willing to donate to the cost of your purchase of one or provide you with the name of who they buy theirs through.

Meat and Canada I think of Montreal smoked meat and there's a Dunn's smoked meat in Calgary. Cara provides food for the airlines at most Canadian airports. If you're near Calgary, Calgary Co-op often donates to local organizations. Safeway is Canada wide and a big enough organization that they may be willing to donate one or help pay for one. If you're a non-profit they can get a tax break for a donation of goods. We've also had luck asking camper families for help - some work in an industry or for an employer that's they can interest in donating. Having that personal connection has always worked better for us.

Jennifer Jean

Hope that helps :)

Travis Allison on 2011-01-03

Check out Summer Camp Pro's member Jennifer H. Selke's interview on the Unofficial Linchpin Podcast talking about hosting the Linchpin (amazing book by summer camp alumni Seth Godin) Book Club on her blog last year.

To Listen to the interview: <http://www.linchpinpodcast.com/episodes/009-jenniferselke/>

To Check out the discussion: <http://thecampdirector.com/linchpin/>

To

Jennifer H. Selke

thanks Travis!

Travis Allison

No worries, Jenn. You rocked that interview

Will Shelton on 2010-12-31

I had a camper demand a rest hour today. "After lunch is when I nap!" I guess there's a first time for everything.

Gary Forster

You have campers on New Year's Eve?

Dan Weir

We (Frost Valley) do! Winter Camp.

Will Shelton

We run day camp programs whenever school is out. Winter Break, Spring Break, MLK Day, teacher inservice days, etc. Resident programs happen during Winter and Spring breaks, and a NYE overnight. It's a lot of moving pieces to keep track of.